

AUGUST, 1919

CHICAGO, U. S. A.

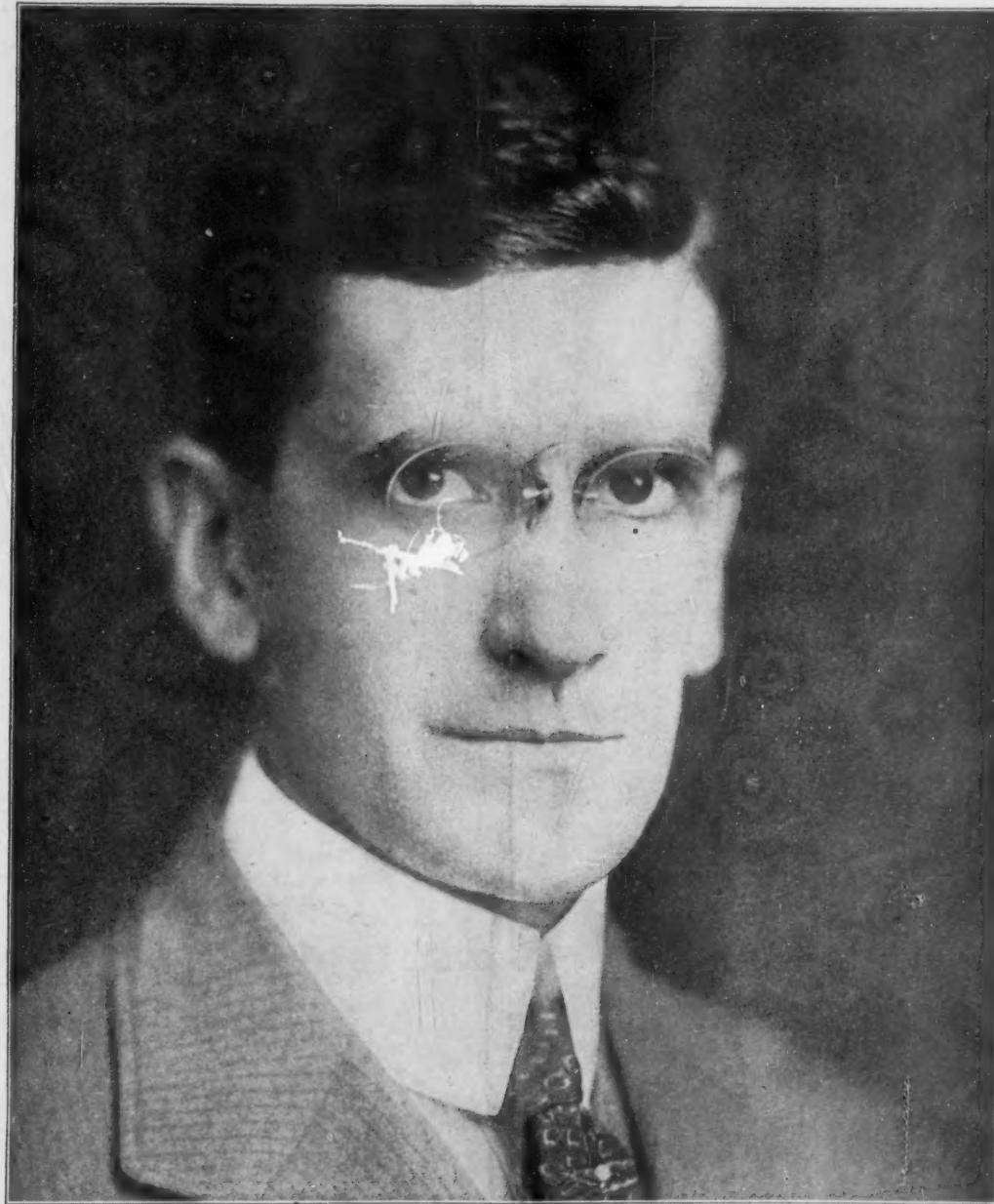
VOL. XV, No. 2.

Salt Lake City Convention Number



THE
ROTARIAN

The MAGAZINE of SERVICE



ALBERT S. ADAMS, of Atlanta, Ga.

President of International Rotary, 1919-1920

Elected 20th June, 1919, at Salt Lake City



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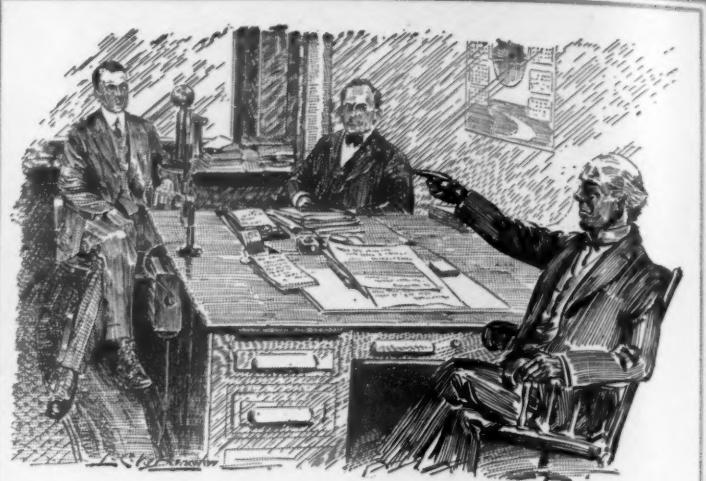
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Bill O'Laden, Traffic Expert Tells How Rotary Makes Winners

"HELLO, Howard," I says, as I blows into th' Cincinnati Office iv th' Trans-Continental Freight Company in th' Union Trust Building—mark th' address, an' drop in there yerself when ye has freight to ship, an' ye'll mark down less f'r expense.

Howard looks up from a manifest he was a readin' with a look iv surprise manifested in his eye. "Sure, 'tis Bill," he says. "Bill, ye be as hard to kape thrack iv as th' Irishman's flea. First here, thin there, then ye ain't. 'Tis as hard to locate ye as 'tis to locate a fr-reight shipment what ain't marked T-C. F. CO. First I reads in th' July Rotarian ye was not to th' Convention. Next Milbauer writes me ye was there, and now here ye be." "Twas Jennings' fault," I says; "sure, he reminds me iv how whin I was a kid, I was f'r gettin' ready for Christmas, Fourth iv July night." "How so?" Bill, he says.

"See this postal—'Copy for July must be in hand June 1st,' that's how. An' I'll ask ye how th' devil was I agoin to write an article in May about somethin' as I did not do till June. Sure, as I was a sayin' to Kellar at Salt Lake—'Frank is that spry, he'll be agettin' nixt year's ads. in year before last year's issues next.'"

"Thru f'r ye," says Howard, "an' how wint th' Convention, Bill?" "Did you not read th' July Rotarian?" I says. "No, Bill, I been so busy shippin' freight an' savin' coin f'r shippers, I ain't. "Twas a maelstromic, gastronomic feast iv joy, an' whirl iv inspiration an' perspiration," I says. "Fun! Sure, could ye have seen Harry McDonald leadin' th' Band, an' 6,000 Rotarians a floatin' in th' lake at Saltair, you'd say so." "Thin ye approve of Rotary, Bill," says Howard. "Rotary is a winner," I says. "It reminds me iv Pat Terry. Terry was always a blowin' about how he could row, an' sure we gets up a race between him an' O'Brien an' Sullivan. Twenty-five plunks in th' pot, th' winner takes all. Away they goes, th' other two leadin', an' Terry catchin' crabs in th' rear. Along comes an auto load of Rotarians. 'Rotary! Rotary!' they yells, and row Terry did, and wins. Tell me Rotary don't make a man a winner, just as T-C. F. Co. Consolidated Freight Forwardin' Service makes every man a winner on his forwarding expense."

"You're an enthusiast, Bill," says Howard. "Perhaps I be," I says, "but ask any Rotarian who ships a la T-C. F. CO., an' he'll tell ye I'm right on both counts."

Don't miss Bill's talk next month. He is "there with the goods," just as the T-C. F. Co. always is.

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THE ROTARIAN

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Rotary and Its Magazine

THE ROTARIAN is published by the Board of Directors of the International Association of Rotary Clubs, on the first day of each month. THE ROTARIAN was entered as second class matter, December 16, 1918, at the Post Office at Chicago, Illinois, under the act of March 3, 1879.

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First Vice-President John N. Dyer of Vincennes, Indiana.

Second Vice-President Estes Snedecor of Portland, Oregon.

Third Vice-President James F. Finlay of Chattanooga, Tennessee.

International Association of Rotary Clubs

Is an organization of the Rotary clubs in over 500 of the principal cities of the United States, Canada, Great Britain and Ireland, Cuba, Porto Rico, Hawaii, Philippines, China and Uruguay, with headquarters at 910 South Michigan Avenue, Chicago, Illinois. The name is sometimes abbreviated to I. A. of R. C.

Objects of the I. A. of R. C.

First: To encourage, promote and supervise the organization of Rotary Clubs in all commercial centers throughout the world.

Second: To co-ordinate, standardize and generally direct the work and activities, other than local activities, of all affiliated Rotary Clubs.

Third: To encourage and foster, thru its own activities and thru the medium of affiliating Rotary Clubs:

- (a) High ethical standards in business and professions.
- (b) The ideal of *service* as the basis of all worthy enterprise.
- (c) The active interest of every Rotarian in the civic, commercial, social and moral welfare of his community.
- (d) The development of a broad acquaintanceship as an opportunity for service as well as an aid to success.
- (e) The interchange of ideas and of business methods as a means of increasing the efficiency and usefulness of Rotarians.
- (f) The recognition of the worthiness of all legitimate occupations and the dignifying of the occupation of each Rotarian as affording him an opportunity to serve society.

Fourth: To create, adopt and preserve an emblem, badge, or other insignia of International Rotary for the exclusive use and benefit of all Rotarians.

Excerpts from Publisher's Statement of Circulation reported to Audit Bureau of Circulations

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THE advertising pages of THE ROTARIAN are open only to advertisers of acknowledged standing and respectability. Advertisements will not be accepted from those who are engaged in doubtful or irregular enterprises or whose records give evidence of even a disposition to disregard correct business methods or recognized standards of commercial or professional honor.

49,400 Copies of this Issue were printed

My Friends in Rotary

By Albert S. Adams

President International Rotary 1919-1920

IT is with a feeling of deep and sincere gratitude that I assume the task you have so generously given me. It is also with a sense almost of humility that I face the great responsibility of leading this wonderful organization in these momentous times.

Rotary has been very good to me—good to me far beyond my deserts—and I can only do in the future as I have tried to do in the past—give to it the best that I have.

I feel very deeply my debt to Rotary and my feeble ability to repay it. It has given me everything I have asked for, and far more than the tangible things, it has given me friendship and sympathy.

I will never forget how last December, when the shadows were very dark over my little home, the messages of sympathy, love and encouragement poured in upon us from Rotarians wherever Rotary is. And now I say to you that it was those messages and those friendly handclasps reaching across the intervening miles that did more than anything else to help the little wife and me to turn our faces toward the rising sun, and to smile again on a world full of kindly folk, tho often these smiles were thru a mist of tears. Do you wonder that I love Rotary?

NOW, what of the coming year? The fundamental of Rotary is friendship, so this year, let us spread that doctrine far and wide, beginning in our own club.

We are going to push work among the boys more energetically than ever. At the 1920 Convention we will show a record of achievement that will surprise, delight, and thrill us. Get busy on Boys' Work; we are going to keep after you on it.

We are to show a great forward advance in the work of Foreign Extension, and the 1920 Convention will no doubt show delegations from many countries. This means that we will be in need of more interpreters than Secretary Perry; in fact, the International Headquarters will likely have to get out a course in French and Spanish.

ROTARY should work out a definite plan of the part it is to play in the matter of employer and employee. I think that Rotary's part is to gain the confidence of the conservative labor elements and to try to educate them to realize that their interests are identical with those of the employer. Let us not get into an academic, theoretical argument, but let us get some phase of the question that we can solve.

We must never overlook an opportunity to let the world know that Rotary stands four square for the regularly con-

stituted governments in whatever country Rotary is found; that it stands for upholding the constituted authorities; that there shall be but one flag, and that flag the one under whose folds we have our protection.

Rotary must say that it is opposed to every kind and sort of ism and isky whose flag is the red flag, and whose doctrine is destruction and desecration.

Rotary is a builder, and we should have no intercourse or compromise with the forces of anarchy, whether of the back alley, evil smelling type, or of the parlor variety which sits around and sips tea and talks with apparent wisdom of things about which it knows nothing.

IT is going to be a great year, if we can get the complete cooperation of every club. Our old friend Kipling says,

*"It ain't the individual
Nor the army as a whole,
But the everlasting team work
Of every blooming soul."*

and what I ask of you men is, when you go back home, not to wait for Jim or Bill to start something, but for each man of you to say to himself, "this is my Rotary Club, it is up to me to do my best regardless of what the other fellow does."

And if each man will do his utmost to make his club the kind of a club he wants it to be, when we meet next June we will have a record which will make us prouder than ever that we are Rotarians.

And now, fellows, I promise to give you the best that is in me. I will make any sacrifice if the cause of Rotary can be advanced. I will make mistakes. I may do things that may disappoint you. I ask you to always remember that while the spirit may be willing the flesh may be weak, and that my mistakes will be of the head and not of the heart.

And now may a good God take you safely home, and may you find your loved ones well and happy.

Here's a Rotary handclasp for each of you, and a "God Bless You" that comes from the depths of my heart.

Note: Illness, which sent Bert Adams to bed the night before his election as president of International Rotary for 1919-1920, at Salt Lake City, prevented him from appearing at the Convention session on Friday for a formal installation. The foregoing inaugural remarks were in his mind to make at that time, and were made by him at the meeting of the new officers held in his room the following day, while he was in bed.

THE ROTARIAN

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Vol. XV. No. 2

CHICAGO, U. S. A.

AUGUST, 1919

John Poole's Great Convention

By Philip R. Kellar

INTERNATIONAL Rotary's Victory Convention of 1919 at Salt Lake City, Utah—John Poole's Convention—has taken its place beside the nine other conventions of Rotary's history, and suffers nothing by comparison with any of those successful events.

It was a convention of inspiration and vision; a convention of education and legislation; a convention of practical idealism, applying itself to the solution of many of the social and industrial problems now claiming the serious attention of a new-born world. It was a convention of characteristic Rotary fun and fellowship judiciously mixt with seriousness. It lackt the tense atmosphere with which the war enveloped the preceding two conventions, but there was no lack in the enthusiasm and energy with which the delegates attackt the problems before them.

The attendance was larger than expected. There were accredited delegates from 391 clubs of the Association, 78.2 per cent of the total. There were 725 voting delegates and 33 Association officers entitled to vote. The total registration was 3,038, of whom 2,643 were visiting Rotarians, ladies, and other guests, and 395 were Rotarians, ladies, and guests from Salt Lake City. To accommodate all the visitors a number of Salt Lake people opened their homes. During the week the International Secretary was presented with applications for affiliation from 22 new clubs.

Albert S. Adams of Atlanta, Ga., was elected president, W. D. Biggers of Detroit, Mich., his only opposing nominee, withdrawing before the vote was taken. John N. Dyer of Vincennes, Ind., was elected first vice-president; Estes Snedcor of Portland, Ore., second vice-president; James F. Finlay of Chattanooga, Tenn., third vice-president. These four men, together with Immediate Past President John Poole, comprise the board of directors for 1919-1920. Rufus F. Chapin of Chicago, Ill., was re-elected treasurer. Raymond M.

Havens of Kansas City, Mo., was elected sergeant-at-arms. The secretary is to be elected by the Board of Directors.

The place where the 1920 Convention is to be held will be decided by the Directors. Cleveland, Ohio, Atlantic City, N. J., and New Orleans, La., presented invitations for the next convention.

There was also presented to the convention an invitation from the British Rotary clubs to hold the 1921 Convention in Edinburgh, Scotland. Boston, Mass., and Los Angeles, Calif., also are in the race for the meeting that year.

In a retrospect of the convention's constructive work, six things stand out sharply: capital and labor, boys' work, foreign extension and the expansion of Rotary, the education of Rotarians as to Rotary, inoculation of all business with the Rotary Code of Ethics, activity of Rotarians in public affairs. Most of the resolutions adopted and most of the amendments made to the International Constitution and to the Standard Constitution for Clubs related to these six matters.

The question of boys' work and the position which Rotary should take with respect to the employer-employee or capital-labor problem took up more of the convention's time than any other question. Perhaps that fact indicates the comparative importance of these questions in the minds of the delegates.

Almost two full days were allowed on the program for the discussion and adoption of legislative action, and all of the time allotted for dis-

cussion was consumed by the delegates. Probably one of the things most commented upon about the convention was the amount of time allowed for discussion from the floor and the freedom with which the delegates availed themselves of their opportunity.

Most of these discussions were one-sided, the speakers all being agreed on the main points, with each one presenting the question from a different viewpoint.

The resolution presented by the Rotary Club of Charleston, W. Va., condemning the use of simplified spelling in *THE ROTARIAN*, was the occasion for a brief but spirited argument. The resolution was rejected by a large vote.

Resolution No. 19 was the cause of a long debate. This related to the capital and labor problem. It was prepared by the Resolutions Committee from several resolutions offered by clubs and individuals. If adopted, it would have made Rotary take a stand favoring equal treatment of capital and labor and compulsory arbitration.

The resolution was defeated, not because the delegates opposed its principles, but because a majority of them felt the time was not ripe for the establishment of compulsory arbitration, and would not be until there had developt a public opinion strong enough to make its enforcement possible.

One of the strong arguments made against the resolution was that by its adoption Rotary, in the opinion of organized labor, would be placed in the attitude of an enemy and therefore would lose whatever influence it might have in its desire to work for more harmonious relations and better co-operation between capital and labor.

A substitute resolution was adopted which in effect declared that Rotary itself was not agreed upon a policy to solve the capital and labor problem; that some solution should be found that would be fair to both sides and would



International Rotary's new General Officers, elected at Salt Lake City. From left to right they are: Third Vice-President James F. Finlay, Second Vice-President Estes Snedcor, President Albert S. Adams, First Vice-President John N. Dyer, Secretary Chesley R. Perry, Treasurer Rufus F. Chapin, Sergeant-at-Arms Raymond M. Havens. Bert and Ray were not on hand when this was taken, Saturday, June 20, and the engraver just slipt them in.

Albert S. Adams

Albert S. Adams, the new president of International Rotary, has reached his position thru successive services he has rendered Rotary, both in his home club at Atlanta, Georgia, and in the International organization. He is a charter member of the Rotary Club of Atlanta under the classification of real estate; he has been its president; he has served on the directorate since its organization in 1913; he has been chairman of the membership committee. His services to International Rotary are enumerated as follows: Chairman of Real Estate Vocational Section in 1914; Chairman of Convention Credentials Committee in 1915; International Sergeant-at-Arms in 1915-16; Chairman of Atlanta Convention Executive Committee in 1917; First Vice-President of International Rotary in 1918-19. Bert is a native of the South, having been born in Alabama in 1879; he has lived in Atlanta since he was nineteen. His community activities are numerous; he has been president of the Ad Men's Club, director of the Southeastern Fair Association, of the Convention Bureau and of the Associated Charities, and prominent in the Chamber of Commerce. He is a member of The Presidents Club of Atlanta.

also protect the consuming public; that a committee be appointed to try to find such a solution; and that every Rotary club and Rotarian be urged to consider the problem and aid the committee in arriving at a solution to be reported to the 1920 Convention.

Boys' Work Defined

John Dolph's report as chairman of the Committee on Boys' Work was followed by a discussion of this phase of Rotary activity which continued for more than two hours.

There was no opposition to the report or to the resolution endorsing it, but many delegates had helpful and interesting experiences to relate by way of illuminating the report. These recitals told of deeds done by clubs for the betterment of boys that caused every Rotarian to have a feeling of just pride.

The resolution adopted, approving the report, recommended that every Rotary club have an active committee on boys' work; that every district have a district committee; that the International Committee be continued; that appointments to these committees consist of men of experience in boys' work who will devote the time to the work that is required; that the International Directors provide for an assistant to the International Secretary who shall have charge of a department of boys' work and devote all his time to this work, in cooperation with the various committees.

Foreign Extension

The recommendations contained in the report of the Committee on Foreign Extension were adopted. This committee was made one of the standing committees of the Association; its duties were clearly defined; the organization of Rotary clubs in countries where Rotary is not established was placed upon a basis that will properly safe-

guard the work. These new Rotary clubs will be under the direct supervision of the International Board until such time as there are a sufficient number to organize a Rotary District.

The vision of Rotary as an international influence which John Barrett presented to the convention was also perceived by the delegates.

In the report of the Committee on Public Affairs there are listed twelve labors which Rotary clubs and Rotarians can undertake. This report was received with approval by the convention and recommended to all Rotary clubs for their consideration. The report is printed in full in this issue.

Proposed National Divisions

The report of Estes Snedecor, chairman of the Committee on Constitution, presented the conclusions reached by him regarding the need for a

BERT ADAMS' MERITED HONOR

Atlanta highly appreciates the honor which comes to her in the election of Albert S. Adams to the presidency of the International Association of Rotary Clubs. To be chosen as the head of this great and distinctive institution is a tribute rare indeed, and never more deservedly accorded than in the case of "Bert" Adams.

This true-spirited Alabamian and full-blooded American exemplifies both as a business man and as a citizen the ideals in which Rotary moves and has its being. In his own community he has lived heartily up to that generous principle, "He profits most who serves best." Always responsive to the call of public duty and never weary in well-doing, he has been all the better Rotarian because he is so good a citizen, and all the better citizen because so good a Rotarian. Not Atlanta alone, but Georgia and the entire south feel richly honored in Mr. Adams' election, which was unanimous and without opposition. This latter circumstance is peculiarly notable, marking, as it does, the first instance of the kind in the annals of International Rotary.

The Journal extends to Mr. Adams and to the Atlanta Rotarians its warmest congratulations.

(The above was printed as an editorial in "The Atlanta Journal." An editorial along similar lines appeared in "The Atlanta Georgian." Both of these are leading daily newspapers of Bert's home city. "The Journal" is slightly in error in one respect: Paul P. Harris was elected president of Rotary unanimously, and so also was Frank L. Mulholland.)

change in the present organization in order to meet the growing demands upon Rotary as an international influence.

Snedecor presented these conclusions, suggesting the creation of national divisions, for the study of Rotarians during the ensuing year, so they will be qualified to act upon the report which may be made to the next convention by the 1919-1920 Committee. His report appears in full elsewhere in this issue.

The importance of the education of Rotarians as to Rotary was stressed by the report of the Committee on Education. The presentation of the report was followed by a lively discussion.

The substance of the report, and of the remarks made during the discussion, was that the education of the individual from a member of a Rotary club into a Rotarian is the first duty of Rotary clubs, and the necessary foundation upon which all Rotary activity must be built. The report of the committee was received with

approval, and its recommendations urged upon all Rotarians as worthy of careful consideration.

A number of splendid resolutions were adopted, which are printed in full elsewhere in this issue. These related to the improvement of the public school system thru a more efficient teaching staff; the development of public discussion and the organization of cooperative right thinking for the general public good; the establishing of codes of ethics for the Vocational Sections; the promotion of physical fitness by cooperation with the National Physical Education Service of the United States and similar agencies in other countries; endorsing national highways, supervised by national highway commissioners, built and maintained at the expense of the nations; capital and labor; reclamation of idle waste land for discharged soldiers, sailors and marines; the curbing of the tendency to claim credit for winning the war by any one nation; foreign extension work regulations; standardizing the objects of Rotary clubs; preventing the unauthorized association of the I. A. of R. C. with other organizations; establishing a basis for computing attendance at club meetings; interclub relations with regard to the endorsement of resolutions; endorsement by the I. A. of R. C. of projects, movements, etc.; financial budgets for clubs; calling attention to the report of the Committee on Public Affairs; convention proceedings in book form; membership in similar organizations; publicity for Rotary; teaching of thrift; community service; boys' work.

Resolutions Rejected

Four resolutions were rejected: One proposing to limit discussions on the floor of the convention to accredited delegates; on proposing some plan for the retention of involuntary past Rotarians; one relating to simplified spelling in THE ROTARIAN; and one proposing to limit membership in Rotary clubs to five-year terms.

The several amendments to the constitution are printed elsewhere in this issue.

Rotary District Governors, 1919-1920

Dist.	Name	City
1.	Geo. Inman, Charlottetown, P. E. I.	
2.	Charles W. Lovett, Lynn, Mass.	
3.	Thos. C. Sheehan, Jersey City, N. J.	
4.	F. A. Lidbury, Niagara Falls, N. Y.	
5.	Ralph W. Cummings, Lancaster, Pa.	
6.	Edwin C. May, Pittsburgh, Pa.	
7.	Rogers W. Davis, Charlotte, N. C.	
8.	Truman L. McGill, Selma, Ala.	
9.	H. E. Van de Walker, Ypsilanti, Mich.	
10.	John R. Bentley, Cleveland, Ohio.	
11.	Charles E. Watkins, Muncie, Ind.	
12.	James O. Craig, Chicago, Ill.	
13.	I. L. Graves, Knoxville, Tenn.	
14.	Benj. C. Brown, New Orleans, La.	
15.	Harry B. Craddick, Minneapolis, Minn.	
16.	Charles Strader, Lincoln, Neb.	
17.	Robert Timmons, Wichita, Kans.	
18.	Robert E. Vinson, Austin, Texas.	
19.	C. C. McCullough, Ft. William, Ont.	
20.	J. T. Young, Pocatello, Idaho.	
21.	Roger H. Motten, Colorado Springs, Colo.	
22.	Clayton M. Williams, Everett, Wash.	
23.	Alex. Sheriffs, San Jose, Calif.	
24.	J. E. Lloyd Barnes, Liverpool, Eng.	

Rotary President's Annual Message

By John Poole

THE gratitude I attempted to express a year ago at Kansas City on being chosen as your president has been deeply intensified as the months have flitted by. A closer contact with what Rotarians have actually accomplished and a clearer understanding of their aims and possibilities have raised the slogan **SERVICE ABOVE SELF** still higher in my esteem.

Then, too, there has come to me the inspiring comradeship of hundreds of Rotarians whom, thru your initial courtesy, I now count personal friends. The memories of the year will abide with me always. I shall soon step back into the ranks. And it is a comforting thought indeed that I will be permitted to go along with you and possibly in some humble capacity contribute to the great work ahead.

I shall not tax your patience by a detailed review of the affairs of the association for the year. All of these things will come to you thru regular channels and in the report of the convention. But in passing let me say the year has been the most successful in all the history of Rotary.

Two outstanding factors have contributed—the accumulating velocity of the institution and the unparalleled opportunities presented.

The increase in our numbers has been substantial and many new clubs have been organized. Our boundaries have stretched far out. France has felt the enlivening touch of Rotary; Cuba has been peacefully invaded; Uruguay is the pioneer in South America; China has led off in the Orient,

and the far-off Fiji Islands now claim a new star of social and business promise. The *International Association of Rotary Clubs* has fairly won its title, for the sun never sets on Rotarians.

Rotary will reach out still farther. Its splendid purposes and the high standard of its membership will force it along against all tides and turns, but it seems to me that special attention should be given at this particular time to extending it into the fields most in need of its inspiration and service.

Rotary and Peace Work

It is a happy thought that organized Rotary is unknown to the nations with which the Allies have struggled for humanity and freedom, but Rotary is not vindictive.

A new day is opening—peace is here—and I think of no higher service we can perform for mankind than to press the constructive genius of our organization into the afflicted fields of Europe. A great work of rehabilitation must be undertaken there. Combined wisdom and unselfish service must unite if the misguided children of want and woe—our enemies of yesterday—are ever to emerge from their pitiable plight.

I earnestly commend to the consideration of the convention the duty of pressing the organization of Rotary clubs into prostrate Europe. Let us help to there unfold the blessings of liberty and peace in the same spirit that brought victory to the world.

Of course, any effort that makes for healthy industrial progress is always welcome, but an imperative reason exists today why disorganized business in the allied countries should be rehabilitated and steadied with utmost dispatch. And Rotary, standing apart from all hindering alignments, is happily situated to render a great public service.

Apprehensive of Future

All thoughtful men, I am sure, are deeply concerned and every newspaper adds to our apprehension. This much is certain—never was there a moment in the history of this troubled world when willing hands should be more comfortably and profitably employed than now.

Only a few months ago hunger and despair started a fire in Russia and that fire has swept away law and order, the security of the public and private property—yes, personal safety and the sanctity of the home.

Nor has its flames stopt at the borders; Hungary feels its deadening blast; Germany is balancing between order and anarchy.

"Westward the star of Empire takes its flight" was a happy slogan in the older days. But, my friends, open wide your eyes to the foreboding fact that westward the course of bolshevism is taking its flight, and in these days unparalleled or unprophesied, who can tell but that France or Belgium or England is verging on industrial conflict.

Oh! my friends, who can know but that the forked flames of bolshevism will leap across the sea to the shores of the new world. God forbid, but such is the possibility, perhaps the danger.

That's why quick and complete employment is

both a sword and a shield. That's why every possible line of industrial and agricultural activity should ring with new life. This is Rotary's opportunity.

Boy Betterment Campaign

The past year has marked substantial progress in the "Boy Betterment" campaign. The subject has always been very close to Rotarians and a few clubs have carried on the work with encouraging results. But a well-defined program has been lacking, so the work has necessarily fallen short of its possibilities.

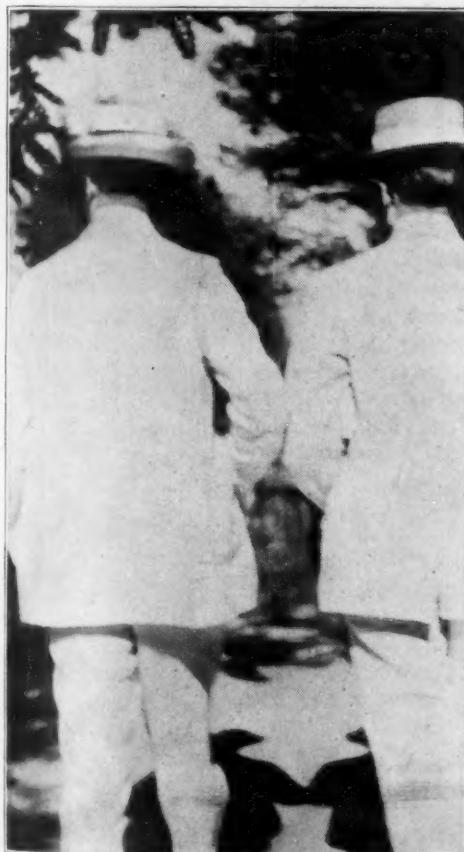
A committee of five distinguished Rotarians, who have given the subject much thought, will present the result of their investigation and conclusions during the convention. I do not wish to anticipate their report and I advert to the matter at this time merely to express my deep convictions on the subject and to remind you that for the first time we are to have a complete survey with concrete recommendations. We have been experimenting heretofore, but now is the time to codify the practical and eliminate the impracticable.

Perhaps I should stop here, but my burning interest in boys—your boys and my boys—forces me a bit farther. The boys of today will be the men of tomorrow, and the great affairs of life will be theirs. What a wonderful force we are dealing with—greatest in all the world.

We must meet the healthy normal boy and the physically infirm. The one needs guidance and the other needs relief. Both call for the



Secretary Chesley R. Perry and President Poole come from Convention session at the Tabernacle. Photograph by Phil Kellar, Chicago.



President John Poole and Secretary Chesley R. Perry on way to the Tabernacle. Photograph by Phil Kellar, Chicago.



George S. Inman
Governor, First District
Charlottetown, P. E. I., Canada
District No. 1—Nova Scotia, New Brunswick, Newfoundland, Prince Edward Island, Eastern Quebec.



Charles W. Lovett
Governor, Second District
Lynn, Mass., U. S. A.
District No. 2—Maine, New Hampshire, Vermont, Massachusetts, Rhode Island and Connecticut.



Thomas C. Sheehan
Governor, Third District
Jersey City, N. J., U. S. A.
District No. 3—Eastern New York and Northern New Jersey.



F. A. Lidbury
Governor, Fourth District
Niagara Falls, N. Y., U. S. A.
District No. 4—Western New York, part of Eastern Ontario, and Western Quebec.

kindly companionship and counsel of older men. While perhaps we would secretly resent the suggestion that all of us are not meeting the unspoken demands of our boys, this much is certain, that by reaching out after other boys we will more nearly approach the splendid standard set by our honored Rotarian, Edgar A. Guest, in his

FATHER AND SON

Be more than his dad;
Be a chum to the lad;
Be a part of his life
Every hour of the day;
Find time to talk with him,
Take time to walk with him,
Share in his studies
And share in his play;
Take him to places,
To ball games and races,
Teach him the things
That you want him to know;
Don't live apart from him,
Don't keep your heart from him,
Be his best comrade,
He's needing you so!

Never neglect him,
Tho you still respect him;
Hear his opinions
With patience and pride;
Show him his error,
But be not a terror,
Grim-visaged and fearful,
When he's at your side.
Know what his thoughts are,
Know what his sports are,
Know all his playmates.
It's easy to learn to
Be such a father
That when troubles gather
You'll be the first one
For counsel he'll turn to.

You can inspire him
With courage, and fire him
Hot with ambition
For deeds that are good;
He'll not betray you,
Nor ill repay you,
If you have taught him
The things that you should.
Father and Son
Must in all things be one—
Partners in trouble
And comrades in joy.
More than a Dad
Was the best pal you had;
Be such a chum
As you knew, to your boy.

But I have in mind more particularly the inestimable good that can be done thousands of boys in our employ—boys whose fortunes we largely hold in trust. Then look, if you please, out into the larger and neglected fields—to the boys who hardly hear a kindly word and never one of interest or encouragement—boys just drifting.

Help Boy Organizations

Rotary, of course, is no pioneer in boy betterment effort and can never hope, nor does it desire, to supplant the effective work being carried on throughout the world by thousands of fraternal, charitable and religious societies.

Institutions for boy betterment usually deal with the boy as a unit—a splendid work of inestimable accumulated value. But while Rotary is interested in individual cases, its larger opportunities, as I view them, lie in the direction of active and aggressive participation in movements which affect hundreds and thousands of boys. I will not attempt to enumerate these larger projects, among which the public schools, reform-

atories, juvenile courts, play-grounds and sanatoriums take commanding places.

Every consideration compels Rotarians collectively and as individual citizens to take an aggressive part in so shaping the policy and personnel of these great agencies that the best results may be accomplished. Rotary is unobtrusive but not cowardly, and when the public welfare demands reform and progress no time should be lost in throwing the weight of our organization into the cause.

Again let me command to the attention of the convention the boy betterment movement, ever bearing in mind that divided responsibility reaches a minimum of effectiveness and now is the hour for concerted action.

Response to War Calls

In commenting upon the success of the year, I adverted to the opportunities that grim necessity has opened. And it is with profound gratification that I can say, without fear of contradiction, that no set of men has been more responsive to the war calls than Rotarians, and in all great undertaking none has been more faithful and efficient.

In all the war loan drives we have been strongly represented as leaders and investors. But I delight rather to think of the Red Cross and the seven other great war activities which have rested squarely on patriotism and charity. They summoned men to the highest civil test and Rotarians joined their neighbors in unprecedented sacrifice and service.

In great campaigns on behalf of the Red Cross, the Young Men's Christian Association, the Salvation Army, the Knights of Columbus, the Young Men's Hebrew Association, the American Library Association, the Young Women's Christian Association, and the War Camp Community Service, our splendid organization bore full and honorable part.

And as we look back over the anxious months, can we ever forget the wonderful good these charitable activities have done? Can the unsought honor due the founders and promoters of these agencies of mercy be ever dimmed? Surely the spirit of the Nazarene must rest upon us like a benediction.

This is a "Victory Convention," so styled in commemoration of the greatest victory in all the ages save only the incomparable triumph of the Savior of the World over sin and death. We still stand too close to the tragedy to fathom its meaning. But upon the "noiseless loom of time" will be woven a new world with new ideals, new promise and a new freedom. Great was the sacrifice, such the victory.

Preserving Fruits of Victory

The program for the week, I am pleased to note, leads to much constructive thought. It looks far ahead and foresees inevitable conditions. But, pardon me for a moment as I urge the importance of rescuing and preserving out of this welter of blood and waste a few of the great forces born of necessity but no less valuable in war than peace.

Standing well in advance I see patriotism, that burning devotion to national welfare which commands a scrupulous regard for law and order and authority. On a public building in Worcester, Massachusetts, is inscribed this wonderful sentence, "Obedience to law is liberty." The splendid patriotism the Allies have shown in the great World War must not wane or weaken in our



Ralph W. Cummings
Governor, Fifth District
Lancaster, Pa., U. S. A.
District No. 5—Eastern Pennsylvania, Southern New Jersey, Eastern Maryland, Delaware and the District of Columbia.



Edwin C. May
Governor, Sixth District
Pittsburgh, Pa., U. S. A.
District No. 6—Western Pennsylvania, Western Maryland and West Virginia.



Rogers W. Davis
Governor, Seventh District
Charlotte, N. C., U. S. A.
District No. 7—Virginia, North and South Carolina.



Truman L. McGill
Governor, Eighth District
Selma, Ala., U. S. A.
District No. 8—Georgia, Alabama, Florida, Cuba and Porto Rico.



H. E. Van de Walker
Governor, Ninth District
Ypsilanti, Mich., U. S. A.
District No. 9—Southern Michigan, part of Northern Michigan and Eastern Ontario.



John R. Bentley
Governor, Tenth District
Cleveland, Ohio, U. S. A.
District No. 10—Ohio.



Charles E. Watkins
Governor, Eleventh District
Muncie, Ind., U. S. A.
District No. 11—Indiana.



James O. Craig
Governor, Twelfth District
Chicago, Ill., U. S. A.
District No. 12—Illinois.



I. L. Graves
Governor, Thirteenth District
Knoxville, Tenn., U. S. A.
District No. 13—Kentucky and Tennessee.



Benj. C. Brown
Governor, Fourteenth District
New Orleans, La., U. S. A.
District No. 14—Arkansas, Mississippi and Louisiana.

ianced security. Our national airs must bring us to our feet in respectful attention in all the years to come.

Millions have been compelled for the first time in their lives to save and sacrifice, and this willing effort has proved a blessing instead of a hardship. We are all now awake to the importance of thrift and economy, and any relaxation will prove a disastrous step backward. All agencies for the encouragement of thrift and economy should be continued that the velocity we have attained be not lost.

Toleration and Co-operation

This great conflict has leveled men upwards; the haughty and the humble have marcht on a common plane of noble purpose. And after all, it is the complete understanding of one another, the justice of our cause and sympathetic personal contact, that break down the imaginary walls of conflicting interest.

The great forces, militant and civil, that have made this "Victory Convention" possible, must perpetuate the spirit of toleration and cooperation which made them invincible in a common peril.

Nor must I overlook the marvelous advance that surgery and medicine have made. We catch only glimpses of their achievements now but the story when written will be one of marvellous efficiency. What a wonderful corps of skilled and experienced men soon to turn their thoughts to

the needs of the people they were forced to abandon. And it is of particular importance, as I view it, that their knowledge should be drawn upon to the utmost limit for the protection of the localities which will soon welcome them back.

I want to revert to the tender and wholesome relation that has sprung up between our boys in cantonment and field and their devoted chaplains. Thousands of the boys who had lightly ignored the more serious things of life have become devout Christians thru the prayers and patience of the chaplains. The honorable life thus begun in camp and field must be guarded and strengthened, particularly when home welcomes sometime lead to temptation. Every possible effort should be made to continue the splendid brotherhood that has existed for months between our Christian war workers and the objects of their care and love.

Thrift and Economy

The various war loan campaigns have enrolled millions of bond buyers previously in utter ignorance of stable securities or of their ability to own them. The force of these campaigns will be felt for years and many boys and girls will mark their first real forward step from the day they clift a coupon from a Government obligation. The high standard of investment now uppermost in the minds of the public should be sustained to the end that disaster and discouragement may not follow investment in unstable stocks and bonds.

"And the greatest of these is charity." Millions upon millions have been given to charity and numberless hands unknown to toil have welcomed every task. No call for accredited charity has gone unheeded; every fund has gone over the top. And the crowning beauty is that each succeeding call has been met with quicker and warmer response.

Giving is a habit and well-directed charity a prime virtue. The self-denial it imposes and the spirit that prompts it brings us into sympathetic touch with the afflicted and make better men and better citizens of us all.

So, I call upon Rotarians to help salvage the great forces I have named that made for victory—forces which in the momentous years just ahead will guide and attend us as old landmarks are restored and new paths blazed.

An Honorable Record

"HE PROFITS MOST WHO SERVES BEST" is the unselfish slogan of Rotary. An honorable rec-

Essence of Convention

As God was going along a lonely road one day, he met a little girl carrying a lighted candle and a pitcher of water. God stopt her and said:

"Whither are you bound, my child, and why do you carry the pitcher and the candle?"

"With the candle I intend to set fire to heaven, and with the pitcher of water I shall put out the fires of hell."

God smiled and said, "But, my child, would you, even if you could, destroy both the abode where the virtuous enter into bliss and the place of torment for the guilty?"

"Yes," said the child. "I would destroy both heaven and hell, so that men should learn to do the right without hope of reward or fear of punishment."

The little girl's answer to me is the essence of the Tenth Annual Convention of Rotary. The spirit of fair play, honest purpose, and **SERVICE ABOVE SELF** was found in every whisper, song and shout, in every act of each and every one attending the Convention.

—*Joe T. Young, Pocatello, Idaho, Governor of Rotary District No. 20.*

ord is behind; the future beckons us on to fields of greater usefulness. And it is a happy thought that all our activities are carried without conflict with other organizations or invasion of their chosen domain.

Rotary is neither master nor slave; attacks no set nor sect; enables legitimate callings; encourages proficiency; promotes fair dealing; and all these things are enriched by sincere and lasting friendship.

Rotary is wise in council and irresistible in action, and action properly directed makes for the protection of womanhood—for the safety of childhood—for the honor of manhood—for liberty throughout the world.

Note.—The foregoing was the address made at the opening session of the Tenth Annual Convention of the International Association of Rotary Clubs, at Salt Lake City, Tuesday, 17 June, 1919, by International President John Poole of Washington, D. C.

The Invisible Power of Rotary

By Paul B. Harris, President Emeritus

FRIENDS of the Victory Convention, I greet you and congratulate you on your opportunities to participate in the affairs of a convention which gives promise of being at the same time more inspirational and more practical than any previous Rotarian gathering.

Since the last meeting of the International Association of Rotary Clubs, the dove of world peace has fluttered painfully, exhaustedly home. Never has it been more welcome than it was at that expectant, breathless hour. The spirit of broken hearted mothers and widows and fatherless children flung open the window to let it in, and strong men of vision and human sympathy have resolved that it shall never depart again.

Men are asking: "Did the awful holocaust pay?"

Certainly not in material things. Indemnities are baubles when compared with the lives of men. Empires rise and fall, but truth is everlasting.

Real values are never to be found in material things. Invisible things are priceless, Victory is invisible, and when the final reckoning shall have been made, it will be known that Victory, the prize invisible, was really won by the legions of unseen, unheard things. Men? Yes, millions of them, mother's sons. But who sustained those men thru tired march and sleepless watch? who but spirit indomitable, invisible? And many of those very millions have themselves been taken from their broken ranks of living men and mustered into the ranks of the hosts invisible. The war was worth while. It taught us the value of unseen things; that liberty can never be dear at any price.

Rotary is interested in the larger values, in the invisible, eternal things for which men are willing to die.

A material Rotary would soon be a dead Rotary. A Rotarian who sees nothing in Rotary beyond the business he can get out of it is a dead Rotarian and the sooner he can be buried the better for the cause.

Rotary, being invisible, spiritual, is intelligible to the higher order of things. Diamonds cannot comprehend Rotary, but friendship, sympathy, integrity, devotion, idealism can.

The progress of men will depend henceforth

on their ability to learn of things invisible. The forces of the eternal cosmos are gradually coming under the dominion of man. Electricity is an invisible force, but not spiritual. Love is both. The world lived for many ages before the electrical current became the servant of man. The flickering flame of spiritual force came with the dawn of intelligence. Man cannot live without it.

Now that the war is over, will there be anything left for Rotary to do? More, far more than ever before. There never has been such a call for clear minded, high minded, right minded men. Civilization seems at times to tremble, but it will survive and be stronger and better than ever before, because, thank God, today men think. Remember that in the final analysis men are square, and that is applicable to both employers and employees. The countries which we represent, and all civilization besides, need Rotary, need it every hour.

I desire to avail myself of the opportunity presented to express my profound appreciation and deep gratitude for the wonderful efforts of the great men who have allied themselves with Rotary. Their devotion is boundless and they constitute living guarantees of the usefulness of Rotary.

If it could ever have been truly said that Rotary was ins. in its viewpoint, that time is past. Rotarians now understand that the best rule to apply in cases of doubt is the broadest and most generous which the circumstances will permit. Rotary is not tied to tradition. All of the field of human usefulness is open. It has no occasion for lavish expenditure. Its ways are simple; may they ever be so, to the end that Rotary may remain pure. If these things may be, Rotary will not seek smooth paths for men strong as they stumble onward.

The men back of Rotary today are too broad of vision to be interested in narrow conceptions. They recognize the fact that Rotary has taken its place among the enduring world forces, among the invisible things of value which cannot be measured in dollars and cents.

Note: The above is the annual message from the Founder of Rotary to the International Convention. It was read by Secretary Chesley R. Perry at Salt Lake City, Utah, Tuesday morning, 17th June, 1919.



Guy Gundaker, Philadelphia, Pa.; John Turner, Tampa, Fla.; Mrs. Gundaker ("My Anne"); Charles Victor, San Francisco, Calif. Photo by Frank Mulholland at Salt Lake City Convention.



Robinson (Bob) McDowell and Mrs. Bob snap by Mulholland at Salt Lake City Convention. Bob and his wife have been attending Rotary Conventions every year since 1915.

Story of the Victory Convention

Compiled from Reporters' Notes



John Napier Dyer

John Napier Dyer, first vice-president of International Rotary, was born in St. Louis, Missouri, January 14, 1877. Thru his mother, Corinne Chouteau Dyer, he is a descendant of Pierre LaClede, the founder of St. Louis. His education was received at Smith Academy in St. Louis and at Andover College. In 1896, he entered St. Louis business life where he remained until 1906, when he moved to Vincennes, Indiana. Since 1908 Rotarian Dyer has been engaged in active agricultural work. He is manager of the McKenney Farms in Knox County, Indiana. John was elected president of the Vincennes club in 1918, and at the same time he was active in leading the activities of the Eleventh (Indiana) District as its District Governor. He was brought prominently before the eyes of Rotarians when he appeared on the 1919 Convention program and delivered a most inspiring talk on the meaning of Rotary to the everyday average man.

tee Chairmen, and incoming District Governors, held on the roof garden of the Hotel Utah. At this meeting a number of problems connected with Rotary in general and the Convention in particular were discussed.

Monday evening a delightful dinner was given by the officers and directors of the Salt Lake City Club and their ladies to the International officials, delegates from overseas, and guests of the Convention.

During the day the Salt Lake City Rotarians provided automobile rides for many of the guests thru the canyons surrounding the city and to Saltair, a bathing resort on Great Salt Lake. During the evening there was an organ recital and choir concert at the Mormon Tabernacle, Anthony C. Lund, director, and John J. McClellan, organist.

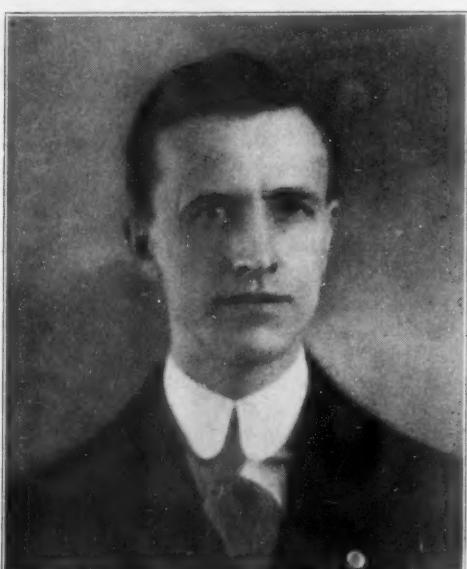
Organ Recital Each Day

Each day's session of the Convention was preceded by an organ recital—Tuesday morning by Edward Kimball, assistant organist of the Tabernacle; Wednesday morning by Edwin Barnes of Battle Creek, Michigan; Thursday morning by Tracy Y. Canon, assistant organist of the Taber-



Estes Snedecor

Estes Snedecor, the second vice-president of the International Association, is the lawyer member of the Rotary Club of Portland, Oregon. "Pete," as he is better known to Rotarians, has put in a lot of good, hard work on Rotary constitutional provisions, both for the Association and the local clubs. His work on the International Constitution Committee in 1916-17 led to his appointment as chairman of the Committee for 1917-18. He was re-appointed chairman for 1918-19 and in addition he served as chairman of the 1918-19 Committee on Revision of Standard Constitution and Model By-Laws for clubs. His grasp of the problems of International organization made him a logical man to visit the British Isles (with Arch Klumph) as a representative of the International Association in May, 1919, to confer with British Rotarians on problems of administration. Pete is also busy with his local club and civic affairs, having served in some official capacity in the Portland Rotary Club for the past four years, and having been identified with civic social, and church work of the city. Pete's native state is Alabama.



James F. Finlay

James F. Finlay, the third vice-president of the Association, was born in South Carolina. He was educated at the University of the South, at Sewanee, Tennessee, and picked out that state for his home, settling in Chattanooga, where he practices law. Jim is a charter member of the Chattanooga Rotary Club and has been its president. In 1916-17 he was Chairman of the International Association's Committee on Public Affairs and the following year he served as Governor of the Sixth District, as it was at that time, including Kentucky, Tennessee and Arkansas. Jim is ever ready to answer the call to service and is active in all civic and community efforts. He is the local representative of the U. S. Government Department of Justice in Chattanooga.

THE Tenth Annual Convention of the International Association of Rotary Clubs began its regular sessions at the Mormon Tabernacle at Salt Lake City, Utah, Tuesday morning, 17 June, 1919.

Some delegates reached the Convention city Sunday, 15 June, and services were conducted in a number of churches, the subject of the sermons being the Rotary slogan, *SERVICE ABOVE SELF—HE PROFITS MOST WHO SERVES BEST*. Sunday afternoon there was a public meeting in the Mormon Tabernacle which was addressed by Rotarian (Rev.) John E. Carver, of Ogden, his subject being *The Meaning of Rotary to Non-Rotarians*.

Monday, 16 June, was assembly day, most of the Rotarians reaching Salt Lake City on this day. During the afternoon there was a meeting of the Convention Council including General Officers, District Governors, Association Commit-

nace; Friday morning by John J. McClellan, chief organist of the Tabernacle.

At various times during the sessions of the Convention, President Poole called on song leaders to lead the delegates and visitors in community singing. Those who acted as song leaders were Alexander Stewart of Oakland, Calif., Howard D. Bryant of Richmond, Va., Ed McGarvey of Saskatoon; Edwin Barnes of Battle Creek, and Hugo Kirchofer of Hollywood, Calif.

The regular sessions of the Convention began shortly after nine o'clock Tuesday morning, 17 June. Delegates from the United States Rotary clubs seated themselves in the auditorium while representatives from clubs in other countries and International Officers were forming outside the door for the march down the center aisle, bearing



Harry B. Craddick
Governor, Fifteenth
District
Minneapolis, Minn.,
U. S. A.
District No. 15—Wis-
consin, Upper Michi-
gan, Minnesota, North
Dakota.



Charles Strader
Governor, Sixteenth
District
Lincoln, Nebr., U. S. A.
District No. 16—Iowa,
South Dakota and Ne-
braska.



Robert Timmons
Governor, Seventeenth
District
Wichita, Kans., U. S. A.
District No. 17—Mis-
souri, Kansas and Ok-
lahoma.



Robt. E. Vinson
Governor, Eighteenth
District
Austin, Texas, U. S. A.
District No. 18—Texas.



C. M. McCullough
Governor, Nineteenth
District
Port William, Ont.,
Canada
District No. 19—Sas-
katchewan, Alberta,
Manitoba and Western
Ontario.



J. T. Young
Governor, Twentieth
District
Pocatello, Idaho,
U. S. A.
District No. 20—Mon-
tana, Idaho, Utah and
Western Wyoming.

the flags of their respective nations. There was great applause and much cheering as the representatives from Canada, Cuba, Porto Rico and Hawaii marcht down the aisle of the spacious building and planted their flags in the standard just below the great pulpit. Following them came the International Officers, preceded by Boy Scouts carrying the American and Rotary flags.

President Will Farrell of the Rotary Club of Salt Lake City called the assembly to order, extending a hearty welcome on behalf of the city and then turning the gavel over to President John Poole who declared the Convention formally in session. The opening prayer was made by President Heber J. Grant of the Church of Jesus Christ of Latter Day Saints.

John Poole's address as International President sounded the keynote for the deliberations of the Convention, boys' work and the labor question being the two points most emphasized.

Presentation of Overseas Delegates

Then followed the presentation of International Officers, delegates from overseas, and guests of the Convention.

A message from President Emeritus Paul P. Harris was read to the Convention by Secretary Perry. Past Presidents Glenn C. Mead and Allen D. Albert as well as Harris were not in attendance and the Convention ordered that telegrams of regret be sent to them.

Delegates representing Cuba, Porto Rico and Hawaii were present as follows: John Effinger of Honolulu, Emil Roelandt of Havana, Manuel Garcia Vidal of Santiago de Cuba, Miguel Caballero of Matanzas, Cuba, and F. E. McGuire and S. V. L. Lippitt of San Juan, Porto Rico. Each

of these was presented to the Convention and made a few remarks.

Then President Grant of the Mormon Church spoke briefly, tendering the hospitality of the city to the visiting Rotarians and paying a tribute to the pioneers who settled in the valley of the Great Salt Lake and converted it from a barren waste into a place of beauty.

John Napier Dyer, Governor of the 11th District, delivered the principal address of the day entitled "*What Rotary Means to the Everyday Average Man of Affairs*," making a profound impression on the Rotarians and giving a number of specific suggestions which will be of great value in the future Rotary educational work. This address is printed elsewhere in full in this issue.

Tuesday Afternoon and Evening

Tuesday afternoon the report of the Committee on Education of Rotarians as to Rotary was presented to the Convention by Carl Rosenberg of Los Angeles, in the absence of Chairman Harold N. Rust of Wilkes-Barre, Pa. This report was followed by an interesting discussion participated in by; F. P. Conroy of Jacksonville, Fla., who called attention to THE ROTARIAN as a factor in the work of educating Rotarians as to Rotary and suggested that it might be possible to work out some plan by which better use could be made of the excellent material contained in the magazine; I. L. Graves of Knoxville, Tenn., Owen Scott of Decatur, Ill., Leonard Lamb of Knoxville, Tenn., Charles Burnett of Los Angeles, Calif., George Dugan of Albany, N. Y., Frank Mulholland of Toledo, Ohio. The substance of the discussion was that the best way to make Rotarians out of members of Rotary clubs was to give them something to do and let them learn by doing rather than by hearing.

Robinson McDowell of Louisville, Ky., presented a portion of the report of the Committee on Constitution and By-Laws in the absence of Estes Snedecor of Portland, Ore., who had not reacht Salt Lake City. The amendments to the Constitution and By-Laws adopted at this time are referred to more specifically elsewhere in this issue.

Tuesday evening was made memorable by a delightful ball given in honor of the President at Bonneville Park Pavilion. It was attended by practically every one in attendance at the Convention and a large number of Salt Lake City people. The evening closed with the presentation by Rotarians of New Orleans of several beautiful features of the French Carnival ball, staged annually in New Orleans as a part of the Mardi



Roger H. Motten
Governor, Twenty-first
District
Colorado Springs, Colo.,
U. S. A.
District No. 21—Colo-
rado, New Mexico and
Eastern Wyoming.



Clayton M. Williams
Governor, Twenty-sec-
ond District
Everett, Wash., U. S. A.
District No. 22—Ore-
gon, Washington, Brit-
ish Columbia and
Alaska.



Alex. Sheriffs
Governor, Twenty-
third District
San Jose, Calif., U. S. A.
District No. 23—Neva-
da, California, Arizona,
Hawaiian Islands.



J. E. Lloyd Barnes
Governor, Twenty-
fourth District
Liverpool, England
District No. 24—Eng-
land, Scotland, Ireland
and Wales.



Bill Beamish, secretary, Rotary Club of New York; Will Farrell, president, Salt Lake City club; Bert Adams, of Atlanta, before he was elected International President. Photo by Frank Mulholland, of Toledo.

the arrival in the United States of the new president of Brazil. His address on *Rotary as an International Influence* was read to the convention. This address presented Rotary's opportunities and responsibilities in foreign countries. It is printed in full elsewhere in this issue.

Sectional Round Tables

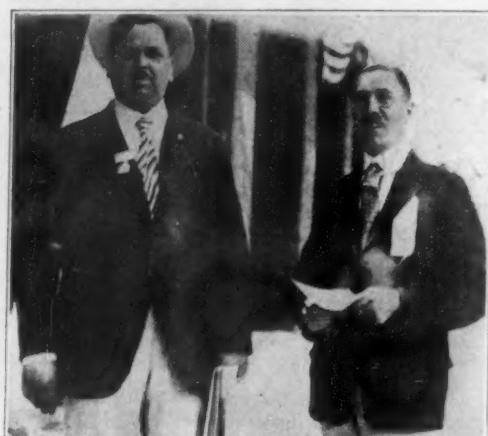
Wednesday afternoon there was no session of the Convention, but the round table meetings of the vocational sections were scheduled to begin at two-thirty o'clock. Most of the meetings, however, had been arranged as luncheon meetings, so that they were able to complete their work in time to take part in the afternoon and evening recreation at Saltair, the bathing resort on the Great Salt Lake about twenty miles from the city.

Reports received from the vocational sections meetings indicate that they were productive of good results in the way of constructive work. Many non-Rotarians were present at different meetings and they were enabled to get an insight into Rotary and in many cases contributed to the discussions. Several sections made plans to

appoint a vice chairman in each Rotary district to organize district vocational sections so that round table meetings may be held at the conferences.

The vocational section attendance cup was won by the commercial secretaries section with the largest percentage registered at the Convention. The attorneys-at-law had the largest total number of members, the bankers the second largest total.

The afternoon and evening at Saltair was a delightful affair, made more picturesque by the Indians who had been brought to Salt Lake City by the Rotarians of Idaho. Some of these Indians became so affected by the Rotarians' enthusiasm that they participated in the singing of the *Prairie Flower*. There was bathing in the lake in addition to the usual attractions of a summer park, the evening concluding with dancing in the great pavilion.



Raymond M. Havens, of Kansas City, Mo., the new Sergeant-at-Arms of International Rotary, and Alf. Rowlands, of El Paso, Texas, his predecessor in that office.

Thursday's Session

Before starting for Saltair there was a reception for the ladies at the State Capitol given by Governor Simon Bamberger.

The Thursday sessions were featured by the nominations, the great address by Dr. Charles E. Barker of Grand Rapids, Mich., on *A Father's Responsibility to His Son*, the introduction of a number of resolutions and the discussion thereon, and the report of the Committee on Boys' Work and the very exhaustive discussion which followed it.

The morning session opened with the report of the Credentials Committee and the Registration Committee.

Rotarian W. A. Brady of New York City, Chairman of the American Committee on Employment of Soldiers and Sailors, presented the report of his committee, supplementing the printed report with extemporaneous remarks telling of the splendid work that has been done by Rotary in this connection and the appreciation of this work by the officials of the U. S. Government, notably the Secretary of War and the Secretary of the Navy.

Resolution No. 19, dealing with the question of capital and labor, employer and employee, and similar industrial problems, was presented by the Resolutions Committee and after a few moments of lively debate, further discussion and consideration on it was postponed until the following day.

Nominations of officers followed. Albert S. Adams of Atlanta and William D. Biggers of



Frank Anderson, president, Toledo Rotary Club; Arch Klumph, of Cleveland, Chairman of 1919 Convention Program Committee; Ed R. Kelsey, of Toledo, Second Vice-President of International Rotary, 1918-1919. Frank Mulholland took this snap.

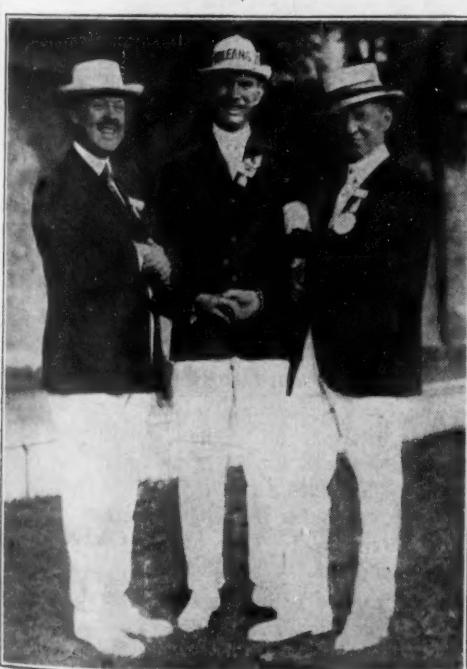
Detroit were nominated for president. Rotarian Biggers then requested permission to withdraw his name and by vote of the Convention this permission was granted.

Nominations for vice-president were John N. Dyer of Vincennes, Ind., Hiram C. Martin of St. Louis, Mo., James F. Finlay of Chattanooga, Tenn., Cliff Miller of Cincinnati, Ohio, J. R. Perkins of Burlington, Iowa, Estes Snedecor of Portland, Ore.

Rufus F. Chapin of Chicago was nominated for treasurer, and Raymond M. Havens of Kansas City, Mo., was nominated for sergeant-at-arms.

The morning session concluded with Dr. Barker's talk, which was one of the most unique and forceful ever presented to a Rotary Convention. The speaker address his remarks to an imaginary boy at different periods of his life, his talk dealing with the question of sex hygiene.

Thursday afternoon's session began with a presentation of a number of resolutions by Robert Stone of Topeka, Kans., Chairman of the Com-



The "Bitter Enemies" in the three-cornered fight for the 1920 Rotary Convention. Underwood Cochran, of Atlantic City; J. V. Gresham, of New Orleans, and Fred J. Gillespie, of Cleveland, who presented the invitation and claims of their respective cities to the Convention and the Directors at Salt Lake City.



The Ukelele Girls of Shawnee, Okla., who repeated at Salt Lake City their hit at the Seventeenth District Conference. They are daughters of Rotarians and their names, from left to right, are: Charlotte Ingham, Gladys Busham and Lucile Quinn. The man who butted into the picture is Bob Timmons, of Wichita, the new governor of District 17.



Two Cuban delegates: Emil Roelandts, of Havana, and Miguel Caballero, of Matanzas. Photo by Kellar, Chicago.

mittee on Resolutions. These resolutions and the action of the Convention thereon are printed elsewhere in this issue.

Boys' Work Discussion

Then came an unusually interesting session when for two hours the Convention listened to the report of the Committee on Work Among Boys, John Dolph of Washington, Chairman, and discuss the report and all phases of boys' work at great length.

By vote of the Convention the report of the committee was adopted and its recommendations approved, these recommendations being that every Rotary club should have a boys' work committee; that every Rotary district should have a district committee on boys' work; that the International Association should have an International committee on boys' work; that all members of these committees should be men who have had some experience along this line of work and will devote the necessary time to their committee duties; and that the International Directors be urged to provide for an assistant to the International Secretary who shall have charge of the boys' work department.

During the afternoon a number of delegates and visitors made a trip to Bingham and visited the famous Utah Copper Mine. A number of others attended the Wild West show as guests of the Ogden Rotary Club given at the State Fair Grounds. The Ogden Rotarians were assisted in giving the Wild West show by the Indians from Fort Hall (Idaho Reservation) thru the courtesy of the Idaho Rotarians.

Thursday evening was devoted to dinner parties and a Rotary vaudeville entertainment at the Salt Lake theater, the talent being contributed by the visiting clubs.

The conflict of the afternoon session of the Convention with the trip to the copper mine and the Wild West show resulted in the adoption of a resolution urging that the program committees for all future conventions be certain that in making arrangements there shall be no such conflict between entertainment and business.

Friday—Election Day

Friday morning the balloting for the election of officers began at eight o'clock. The session of the Convention did not open until ample time had been given for all delegates to vote.

Estes Snedecor, as Chairman of the Committee on Standard Constitution and Model By-Laws, presented his report recommending a few amendments which were adopted. He followed this with additional proposed amendments to the International Constitution and By-Laws which also were adopted, and then gave a report embodying the conclusions, reached by him as a result of study and his trip to the British Isles, regarding the advisability of changing the form of the International organization. These conclusions are printed in full elsewhere in this issue.

(Note.—The International Constitution and the Standard Constitution and Model By-Laws for Rotary Clubs are being revised by the International Secretary's office in accordance with the amendments adopted at the Convention, and copies will be sent to the president and secretary of every Rotary club in the Association as soon as they are printed. The amendments as adopted by the Convention are described in detail elsewhere in this issue.)

Then Arch Klumph of Cleveland gave a very interesting talk on his visit to the British Isles in company with Snedecor as delegates from the International Association and he was followed by Snedecor, who spoke briefly on the same subject.

At the conclusion of their remarks William Logie of the Rotary Club of Glasgow was presented to the Convention. Logie left Glasgow for the Convention in ample time, so he thought, to get to Salt Lake City by Monday, but his steamer was several days late.

Utah Governor's Welcome

State of Utah
Executive Office
Salt Lake City
June 16, 1919.

MY DEAR MR. POOLE:

There is an old adage to the effect that all things come to those who wait. For a number of years the State of Utah and the city of Salt Lake have awaited eagerly the opportunity to entertain the Rotarians in annual convention. Each year our anticipation has grown just a little keener and our plans for a hearty welcome have become more elaborate. The waiting is at an end and our happy anticipations now are being realized.

More than it is possible to convey in words, we want you to feel the pleasure it gives us to be your host. We want you to know the meaning of a Western welcome. By actions rather than words we extend our hospitality. Above all, we want you to feel at home. The key to the City of Salt Lake has been tendered you; the gates of the State are open to you.

Personally and on behalf of the State of Utah, Rotarians, I bid you welcome.

Sincerely yours,

SIMON BAMBERGER,
Governor.

Mr. John Poole, President International Association of Rotary Clubs, Hotel Utah, Salt Lake City.



Jake Perkins, of Burlington, Iowa. Snap by Knutson, of Sioux City.



Chas. Strader, of Lincoln, Nebr., new governor of District No. 16.

Dr. Suzzallo's Address

One of the most valuable and inspiring addresses of the entire week was delivered by Dr. Henry Suzzallo, President of the University of Washington, on *Capital, Management, Labor, and the Public*. This address is printed in full in this issue. Dr. Suzzallo, during the war period, acted as mediator for the U. S. Government in a large number of labor disputes on the Pacific Coast and was able to speak largely out of his experience. His address was a splendid foundation for the discussion on Resolution No. 19 which took place at the afternoon session.

Following Dr. Suzzallo's talk, the Elections Committee reported the result of the ballot as follows:

For President: Albert S. Adams, 581 votes.

For Vice-Presidents: John N. Dyer, 478 votes; Estes Snedecor, 368; James F. Finlay, 262; J. R. Perkins, 224; Cliff Miller, 221; Hiram C. Martin, 152.

For Treasurer: Rufus F. Chapin, 581 votes.

For Sergeant-at-Arms: Raymond M. Havens, 581 votes.

Adams was declared elected president; Dyer, Snedecor, and Finlay were declared elected first, second, and third vice-presidents, respectively; these four and Immediate Past President John Poole comprise the Board of Directors. Chapin and Havens were declared elected treasurer and sergeant-at-arms.

Resolution No. 19

The Friday afternoon session began with the reading of the report of the Committee on Relationship between Employer and Employee, E. E. Baker of Kewanee, Ill., Chairman. In the absence of Chairman Baker the report was read by Secretary Perry and by vote of the Convention its recommendations were adopted.

Then came the final report of the Committee on Resolutions, concluding with the already famous Resolution No. 19, entitled *Relationship Between Employer and Employee*. This resolution was offered by the Resolutions Committee and was the result of an effort upon the part of the committee to incorporate into one resolution a number of ideas and suggestions contained in a number of resolutions offered by different Rotary clubs and different individuals.

The preamble to the resolution recited that the question of relationship between employer and employee, strip to the basis of final analysis, refers to the world-wide pending issues between capital and labor; that Rotary takes side neither with capital nor labor but seeks as an international service organization to serve the interests of both and of the general public; that capital seeks to obtain the greatest returns on investments; that labor seeks to obtain for the individual craftsman the greatest returns obtainable on an hourly, daily, or monthly basis; that as a result, labor raises the price on capital and capital raises the price on the producing and consuming public; that without some form of regulation applicable alike to capital and labor, the producing and consuming public is obliged to furnish the money to pay the bills arising from wage disputes between capital and labor; that capital at present is regulated in many ways—by laws which control the conduct of business in restraint of trade—by income tax laws limiting profits to fixed percentages—by laws specifying the exact manner in which the details of the business shall be carried on; that labor, on the other hand, is unregulated, but has many laws to safeguard its interests—by limiting the hours constituting the day's work, providing the workmen's liability and compensation act, etc.

What Resolution Proposed

The proposed resolution was to endorse a set of principles regarding the relationship between employer and employee; that the relationship between employer and employee can be fully considered only in connection with the interests involved in capital and labor—that the same relative degree of regulation should be applied to and govern both capital and labor as will best protect the interests of the public on a fair and equitable basis—that a board of arbitration and conciliation be established and maintained by the Government—that all issues arising in disputes which cannot be settled between capital and labor be referred to and settled by such board of arbitration and conciliation—that proper officers or firms or corporations and the officers of all organized labor be compelled by law to submit to the board of arbitration and conciliation a true statement of their transactions for the guidance of the board and the consideration of disputes—that laws be enacted to make unlawful any acts either of capital or labor which are in restraint of trade—that the board of arbitration and conciliation be empowered to employ help and means as may be necessary to determine and establish working conditions.

A very lively discussion followed the reading of this resolution, which continued for two hours before it was ended by the adoption of a substitute offered by Robinson McDowell of Louisville.

There was very determined opposition on the part of a number of Rotarians to having Rotary take a stand in favor of compulsory arbitration, the chief reason being that the time had not come when such a policy could be enforced, and that by having Rotary take such a position now it would result in the organization's losing any influence it might have with organized labor in the effort to bring about an amicable settlement of the questions at issue, and cooperation between capital and labor instead of conflict.

Labor Leader Heard

Dr. Suzzallo was asked to give his opinion on the subject, but replied by saying that he would be willing to answer any questions which he might be able to answer. The substance of his replies



Clare N. Stannard, president Rotary Club of Denver, Mrs. Stannard and their son, Kenneth. The Denver Rotarians entertained thousands of visitors en route to the Salt Lake City Convention. Photo by C. D. Brown, of Denver.

was that compulsory arbitration would not work in Rotary countries at the present time because the public opinion to sustain such a court had not been developed. He referred to his talk in the morning as giving his opinion regarding the matter.

On the other hand, the advocates of the resolution headed by Bob Stone, Chairman of the Committee, ably assisted by Howard Platt of the Salt Lake City Rotary Club, general manager of the Oregon Short Line Railroad, were quite certain that Rotary would not lose any of its influence in taking a decided stand in favor of something which everybody agreed would eventually come into existence.

By consent of the Convention, Rotarian Platt called to the speaker's platform J. C. Davis, General Chairman of the Brotherhood of Railroad Trainmen, who had been in conference with Rotarian Platt regarding some labor problems connected with the railroad and who had listened to Dr. Suzzallo's talk in the morning and the discussion on the resolution during the afternoon. Davis told of an incident which happened at a recent labor convention which he had attended, disclosing some of the preparations being made by the I. W. W. by way of educating themselves in legal matters. In answer to a direct question put by Rotarian Wright of Mobile, Davis replied emphatically that his labor organization would not be in favor of the enactment of a compulsory arbitration law.

Substitute for No. 19

The discussion on this resolution cannot be adequately set forth in a digest, but should be read in full.

The substitute motion of McDowell's, which was finally adopted, was as follows:

IT IS RESOLVED, That the relationship between employer and employee can only be fully considered in connection with the interests involved between capital and labor; and

IT IS RESOLVED, That in consideration of ways and means to procure a closer unity of interest between capital and labor such regulation of each must be had as will best protect the interests of the majority (the

public) on a fair and equitable basis; and

IT IS RESOLVED, That this statement shall be referred to a Committee on Relationship Between Employer and Employee of this Association, which shall be an active committee, with its expenses on committee business paid by the Association; and this committee shall study the relationship between employer and employee and the interests of the public in connection therewith, direct the attention of all Rotary clubs to a consideration of this problem, obtain their conclusions regarding it, and submit its report at the next annual convention of this Association.

This concluded the serious work of the Convention. It was followed by the presentation of trophies. The Rotary Club of Winnipeg, Canada, was presented by Cleveland (1918 winner) with the bronze cup as winners of the 1919 International Bowling Tournament, and a gold watch fob for each of the five members comprising the Winnipeg team. Winnipeg will hold the cup until some other club takes it away from them.

Attendance Trophy to Pittsburgh

The attendance trophy was awarded to the Rotary Club of Pittsburgh, Pa.

The Cleveland Rotary Club was awarded the trophy for the largest attendance of ladies.

There was a note of sadness in the installation of the new Officers because Bert Adams, the newly elected President, was sick in bed at his hotel.

The Convention adjourned with the singing of *Auld Lang Syne*.

Saturday there was a brief meeting of the outgoing and incoming officers and an executive session of the new Board of Directors, followed by a public meeting of the Board for receiving invitations for the International Convention in 1920. These invitations were presented by Rotarian Underwood Cochrane of Atlantic City, N. J., Rotarian John Bentley of Cleveland, Ohio, and Rotarian H. W. Robinson of New Orleans, La. The Board postponed its decision until its next meeting.

Hospitality Enroute

Delegations to the Convention were graciously entertained by Rotary clubs all along the route. Special trains were run from all points in the United States—in fact, most of those attending the Convention went by special train. As the majority of the voting and non-voting delegates and visitors were from cities on the eastern side of the Rocky Mountains and practically all of these went thru Colorado, the Rotary clubs of that state found themselves cheerfully facing the problem of entertaining several thousand guests.

Denver, Colorado Springs and Pueblo were filled with visiting Rotarians the few days prior to the convention and the Rotarians of those cities left nothing to be added to their hospitable welcome.

After the Convention there were several large parties who made the trip thru the Yellowstone Park; to California by way of the Grand Canyon; and to Glacier Park and other points of interest in the northwest, returning by way of Western Canada.

The complete official proceedings of the Convention will be published in book form by the International Secretary as promptly as possible. The book will contain about six hundred pages and will report verbatim all discussions and addresses. The price of the book will be two dollars per volume.



Rotarian

Service Not Self

THERE was one resolution adopted at the recent Rotary Convention that seems to have been well timed. Some Americans think that America won the war, some Britishers think that the British Empire won the war, perhaps somebody in Japan thinks that the Japanese won the war. The Rotary Convention resolution proposed that we shall all recognize the fact that the war has been won and that all who participated in it helped to win it and let it go at that.

We shall make a fine exhibition of ourselves if we spend any time or newspaper space in quarreling among ourselves as to who did the most towards winning the war. If we have got to prove which one of us was the best man there is only one way to do that and that is to turn in and fight among ourselves until there is only one nation left. This is not a time for the establishment of a supremacy of any one nation or any one empire.

Let us have peace.

* * *

An Industrial Code

THE Tenth Annual Convention of International Rotary at Salt Lake City was peculiarly blessed in its opportunities to consider the great industrial problems which the world now faces. The address by Dr. Henry Suzzallo, President of the University of Washington, was delivered at the right time to lay the proper foundation for a discussion of a resolution dealing with the industrial problems. This discussion also was extremely interesting and illuminating, being participated in by professional men, manufacturers, employers, the general manager of a railroad, and (by courtesy of the Convention) a labor leader.

The Convention declined to adopt a resolution committing Rotary to a definite plan of action for the settlement of industrial disputes. The Convention adopted a substitute resolution which pledged Rotary and Rotarians to give serious study to the subject and to outline an agreed upon definite plan of action.

In Dr. Suzzallo's address, which met with general approval and which is printed in this issue of the magazine, the statement was made that the time was approaching when there should be an industrial code just as there is a civil code and a criminal code. The writing down of such an industrial code must follow the creation of a code in the public opinion of the country and the world. The establishing of the machinery of an industrial code before public opinion is back of the machinery would result in a breaking down of the machinery or a non-enforcement of the code. It was pointed out that one of Rotary's great opportunities for service is to take an active part in the

development of such a public opinion and the evolution of such an industrial code.

The resolution adopted by the Convention provided for the appointment of a committee to study the problem of the relationship between employer and employee and the interests of the public in connection therewith, to direct the attention of all Rotary clubs to a consideration of this problem, obtain their conclusion, and submit its report at the next annual convention.

* * *

A Promising Experiment

ROTARIANS will watch with considerable interest the experiment which is being tried by the Chamber of Commerce of Altoona, Pa., to bring about more harmonious relations, friendlier feelings, and sympathetic understanding and co-operation between the so-called commercial interests and the so-called laboring interests. Representatives of organized labor have been made members of the chamber; organized labor has been given three places on the directorate; organized labor is represented on all the committees. The "Altoona Plan" is only a few months old, but it has worked so far and its supporters are confident it will continue to work and will contribute materially to the right solution of modern industrial problems. Rotarians are urged to watch the development of the plan; it may offer some suggestion that will fit in with the consideration of the employer and employee problem, which is being urged upon all Rotary clubs as part of their work for the coming year.

* * *

Rotary Committed to Boys' Work

BY resolution adopted at the Salt Lake City Convention, International Rotary has committed itself unqualifiedly to boys' work. The Convention approved the recommendations in the report of the Committee on Boys' Work (John Dolph, Washington, D. C., Chairman), which is printed in this issue. In brief, that there shall be an executive secretary in charge of boys' work; that each Rotary district shall have a district committee on boys' work; and that each Rotary club shall have a club committee on boys' work; and that the membership of these committees shall be selected from men who have had some experience in boys' work and who will give the time to their committee duties necessary to make this part of Rotary activity a living, successful work. John Dolph's report and the discussion which followed its presentation will prove interesting reading to every Rotarian and will be found to contain many valuable and helpful suggestions for those who are particularly interested in boys.

Editorials.

Rotary in Other Countries

A GREAT impetus was given to the work of establishing Rotary in other countries when Rotarian John Barrett, of Washington, D. C., Director General of the Pan American Union, accepted the chairmanship of the Committee on Foreign Extension of International Rotary. Barrett's conception of Rotary and its opportunities and responsibilities in new fields is shown in the report of his committee presented to the Salt Lake City Convention, and in the address by Barrett at that Convention on "*Rotary as an International Influence.*" Both are printed in this issue of the magazine. The International constitution and by-laws were amended and resolutions were adopted in order to place the work of the Foreign Extension Committee on a sounder foundation and to properly safeguard it so that when Rotary is established in other countries it will be upon the same high plan that it occupies in the countries of its birth and early travels.

The Anti-Bolshevik League

A NTI-BOLSHEVIK LEAGUE OF AMERICA is the title of an organization formed to stamp out bolshevism among the foreign workmen in the United States. Included in the foreign language newspapers supporting the league are publications in Bohemian, Bulgarian, Croatian, Greek, Hungarian, Italian, Jewish, Lithuanian, Norwegian, Danish, Polish, Russian, Serbian, Slovak, Slovenian, and Swedish. The purpose of the league cannot but be commended by all Rotarians. It is a question, however, whether a positive instead of a negative name would not be preferable. The only successful way to fight bolshevism is by educating the people in the principles of true citizenship. Education is not a process of emphasizing negatives or untruths, but it is a process of inculcating a knowledge of positives or truths. Anti means against something, but the best way to be against bolshevism is to be for right citizenship.

Suggested Changes in Organization

I S the organization of International Rotary in its present form able to function properly in order to carry out successfully the task which falls upon it to promote acquaintance, understanding, and friendship between the nations of the world? This question is asked by Estes Snedecor, Chairman of the Committee on Constitution and By-laws, in his report to the Salt Lake City Convention, printed elsewhere in this issue. The questions which he has raised and the suggested solutions which he has offered on behalf of his committee are worthy of the study of every Rotarian. It is to be assumed that President Adams will follow his recommendations in the appointment of the membership of the 1919-1920 Committee on Constitution

and that this committee may present a report at the 1920 Convention recommending far-reaching changes in the Constitution and in the organization of International Rotary. Read the report and then think about it.

Twelve Labors for Rotary

WHEN the war came to a close there were many Rotarians who felt that the motto had dropped out of Rotary activity in public affairs. A careful reading of the report of the Committee on Public Affairs (W. H. Alderson, Toronto, Ontario, Chairman), which was presented to the International Convention at Salt Lake City, will prove that this belief was unfounded. Rotarian Alderson presents twelve labors which Rotary clubs can take up under the heading of interest in public affairs. The Convention endorsed this report and recommended that it be given consideration by all Rotary clubs and by all individual Rotarians. These twelve community activities are:

1. Re-education or refitting of the returned soldier or sailor for his new occupation in life.
2. How about "keeping fit?"
3. Danger in war memorials.
4. Training for citizenship.
5. Our daily service to the community.
6. We are the people.
7. After the saloon, what?
8. Don't let the war gardens become peace deserts.
9. Better housing conditions.
10. Forest protection and conservation.
11. Fire prevention.
12. Community singing.

These titles suggest twelve phases of helpful work which Rotary clubs and individual Rotarians can embark upon for the good of their communities, states, and nations. A reading of the entire report is necessary in order to get a proper conception of the committee's ideas.

Carry-On Associations

"CARRY ON" is the name of a very interesting monthly publication issued by the men in charge of the re-education of crippled American soldiers and sailors on behalf of the Government. In a recent issue there was an interesting item dealing with the organization of a Carry-On Association in Memphis, Tenn., composed only of men who are disabled in some way. The purpose of the association is to help men who have recently become crippled to get in touch with men who have been crippled in a similar manner for a long time and have made good. For instance the soldier who lost a leg in the war hears from a one-legged successful civilian how he became successful and is inspired to go and do likewise.

Resolutions Adopted at Salt Lake City

Also Those Which Were Rejected

MAINTAINING AND IMPROVING STANDARD OF PUBLIC SCHOOL SYSTEM

Offered by the Rotary Club of Niagara Falls, New York, and by Fourth District Conference

WHEREAS, The International Association of Rotary Clubs recognizes in the Public School System of the world the greatest force for the educational, moral and social development of the youth of all countries, and the greatest means for developing a proper and intense national spirit of patriotism, love of country, and an understanding of the underlying principles of freedom and liberty upon which all Governments are founded and on which they must be developed in the future as in the past; and

WHEREAS, The Public School System is the greatest agency in all countries in overcoming prejudices due to different religious beliefs, social standing and racial derivatives, and, by means of teaching a common standard of education and national ideals, in creating a tolerance and respect for differences which are in reality of minor importance, but which are and have been regarded as of major importance, and which at times become sources of serious dissension when not properly combatted and prevented thru proper and uniform education of youth;

It Is Resolved, By the International Association of Rotary Clubs assembled in its Tenth Annual Convention, that it is of vital importance to maintain the high standard of the Public School System of all countries and to extend and improve it; and that in order to accomplish this, the high standard of teachers must be maintained, and they must be provided with a sufficient salary to compensate them properly for the high quality of service demanded of them, recognizing the necessary costly training they must receive to fit them for their positions, and the fact that they are entitled to a compensation which will assure them more than the bare necessities of life; and

It Is Resolved, That the present salaries of teachers in many cases do not recognize these requirements, and are insufficient to such an extent that the whole Public School System is about to deteriorate in standard thru the lack of a sufficient number of teachers of high ability entering the profession; and

It Is Resolved, That the profession of teaching is of such a high moral character, based almost wholly on personal service, that it ill becomes the profession as a whole to present its case to the public, and that inasmuch as the Rotary club is founded upon and committed to the principle of service, it is well within its province to recognize these conditions by bringing them to the attention of the public with an appeal that they be met; and

It Is Resolved, That the International Association of Rotary clubs, in adopting these resolutions, seeks to meet the conditions referred to by inaugurating a concerted international movement of all Rotary clubs along these lines. (*Adopted*.)

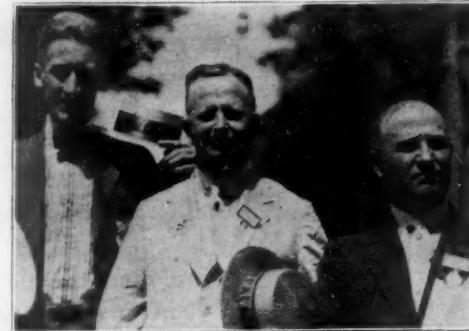
TO ADOPT THE DEVELOPMENT OF PUBLIC DISCUSSION AND ORGANIZE CO-OPERATIVE RIGHT THINKING FOR THE GENERAL PUBLIC GOOD AS A PART OF ROTARY'S WORK FOR THE COMING YEAR

Offered by the Rotary Club of Chicago

WHEREAS, There has grown out of the Great World War, fought for the purpose of making the world safe for democracy, a great unrest which is being converted into an insidious enemy of democracy and civilization, known under various names the most prominent of which is "Bolshevism," and which is today menacing the entire world; and

WHEREAS, The best weapon for fighting Bolshevism is correct reasoning based on right thinking; and

WHEREAS, Right thinking is the fundamental



H. J. Brunnier, of San Francisco, past International Vice-President; Godfrey Morgan, Secretary Rotary Club of Buffalo; Bob Stone of Topeka, Chairman of Salt Lake City Convention Committee on Resolutions. Bru and Godfrey were members. Another Mulholland snapshot.

thing in civilization upon which all progress must be founded; and

WHEREAS, The Rotary clubs of the world, based as they are upon the principle of service above self and being bound together in an organized whole by the International Association of Rotary clubs, seem particularly fitted to develop public discussion and organized co-operative right thinking for the general public good; now therefore

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that Rotary is unalterably opposed to bolshevism, radical socialism, anarchy and all other enemies of democracy; and, further,

It Is Resolved, That one of the greatest, most urgent and most practical tasks before Rotary today is to arouse and stimulate the development of public discussion and organized co-operative right thinking for the general public good, and to collect the results thereof and put them in usable form, to the end that the people of all countries, and particularly of those countries wherein Rotary clubs are located, may be able to combat more effectively the enemies of democracy and to comprehend more clearly the other great problems of mankind—economical and social—and to be better able to work them out in the spirit of **SERVICE ABOVE SELF—HE PROFITS MOST WHO SERVES BEST**; and, further,

It Is Resolved, That this work is hereby adopted as part of the work of Rotary during the coming Association year, and all officers of this Association and all its member clubs are directed to carry out this program in such manner and at such times as seem most appropriate for the accomplishment of the desired effect. (*Adopted*.)

TO RECOMMEND THAT ROTARIANS TAKE ACTION TO PROMOTE PHYSICAL FITNESS

Offered by the Committee on Work Among the Boys

WHEREAS, The National Physical Education Service of Washington, D. C., has been established as the active agent of more than thirty national welfare, civic and health organizations to promote the enactment of legislation to make it possible for all young people between the ages of six and eighteen to participate in the benefits of physical education; therefore

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that the attention of Rotary clubs throughout the world be called to the urgent need for progressive action in the promotion of physical fitness, and the International Association of Rotary Clubs hereby pledges its co-operation with the National Physical Education Service in the United States and with similar agencies in other countries in its or their campaigns for the promotion of physical fitness, and recommends that each Rotary club take whatever action may

be appropriate to promote local united effort toward this end. (*Adopted*.)

BASIS FOR AWARD OF ATTENDANCE TROPHY

Offered by the Nineteenth District Conference

WHEREAS, Under the basis of awarding the trophy for club attendance at the International Convention at present employed, undue advantage is given to clubs located in close proximity to the Convention City.

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that in future the following basis shall be employed: That the percentage attending the Convention from each club shall be multiplied by the mileage traveled and that the club with the highest aggregate shall be declared the winner of such trophy as may be offered for club attendance. (*Adopted*.)

CODES OF ETHICS FOR VOCATIONAL SECTIONS

Offered by the Eleventh District Conference

WHEREAS, The establishing of a Code of Ethics for every Vocational Section, which will provide for the elimination of all wrongful practices, is highly desirable;

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that such Codes of Ethics be established and that they be spread as far as possible among competitors outside of Rotary with the idea of bringing business methods to a higher plane; and

It Is Resolved, That the Board of Directors of this Association should ask the Committee on Business Methods to study this matter and offer recommendations as to how the spirit of the foregoing resolution can best be carried into effect. (*Adopted*.)

TO ESTABLISH WELL-DEVELOPED NATIONAL HIGHWAYS

Offered by the Resolutions Committee at the Suggestion of the Akron, Ohio, Rotary Club

WHEREAS, The construction of good roads contributes to comfort, happiness and prosperity and is a great instrumentality for rendering service to all mankind; and

WHEREAS, Local roads depend upon state or provincial systems which in turn must be connected and correlated thru great National Highways which carry interstate or interprovincial commerce, expedite postal deliveries and meet military requirements; therefore

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that it favors the establishment of comprehensive and well-developed National Highways, supervised by National Highway Commissioners, built and maintained at the expense of the Nation. (*Adopted*.)

RELATIONSHIP BETWEEN EMPLOYER AND EMPLOYEE

Offered by Rotarian R. A. McDowell as a Substitute Resolution for the Resolution Presented by the Committee on Resolutions

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that the relationship between employer and employee can be fully considered only in connection with the interests involved between capital and labor; and

It Is Resolved, That in the consideration of ways and means to procure a closer unity of common interest between capital and labor such regulation of each must be had as will best protect the interests of the majority (the public) on a fair and equitable basis; and

It Is Resolved, That this statement shall be referred to a Committee on Relationship Between Employer and Employee of this Association which

shall be an active committee with its expenses on committed business paid by the Association; and this committee shall study the relationship between employer and employee and the interests of the public in connection therewith, direct the attention of all Rotary clubs to a consideration of this problem, obtain their conclusions regarding it, and submit its report at the next annual convention of this Association. (Adopted.)

RECLAMATION AND UTILIZATION OF IDLE WASTE LAND BY DISCHARGED SOLDIERS, SAILORS AND MARINES

Offered by the Resolutions Committee

WHEREAS, It should be the duty of the Allied nations fittingly to assist all soldiers and sailors and marines who have served in the Great War to attain economic independence; and

WHEREAS, This can be best obtained by increasing opportunity for helpful and gainful employment, and by encouraging them to become owners of property; and

WHEREAS, Such employment and such ownership tend to minimize discontent and neutralize dangerous political tendencies; and

WHEREAS, There is in these nations, a large body of idle waste and arid land that can be utilized, reclaimed and made highly productive and profitable; therefore

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that the purpose of utilizing and reclaiming idle waste and arid lands, and assisting and encouraging men honorably discharged from the military and naval service of the Allied nations to work thereon and acquire the same in the nation or provinces where they hold their citizenship, is hereby highly commended; and, further

It Is Resolved, That where necessary immediate action be taken by legislative bodies to consummate such a plan; and

It Is Resolved, That we favor other legislation tending to aid said soldiers, sailors and marines to secure homes and to give them a fair start in taking their rightful place as citizens of their chosen country. (Adopted.)

THANKING SALT LAKE CITY FOR THEIR HOSPITALITY

Offered by the Resolutions Committee

WHEREAS, The Tenth Annual Convention of the International Association of Rotary Clubs has accepted and enjoyed the most generous hospitality of the people of Salt Lake City; and

WHEREAS, The Church of Jesus Christ of Latter Day Saints has extended to us unprecedented privileges; therefore

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that we extend to all the people of Salt Lake City and to the Church of Jesus Christ of Latter Day Saints our sincere and deep felt appreciation for the hospitable entertainment and excellent working Convention arrangements. (Adopted.)

TO URGE PROPER ATTITUDE WITH REGARD TO CREDIT FOR WINNING THE WAR

Offered by the Rotary Club of Portland, Ore.

WHEREAS, The Great World War has been won thru untold sacrifices in blood and property upon the part of the Allied and Associated powers, in the winning of which war each Allied nation has played her part nobly and unstintingly; and

WHEREAS, There is a tendency upon the part of some people in some of the nations engaged in the war to either claim credit for the winning of the war or to attempt to distribute the credit for the winning of the war among several of the Allied and Associate powers; and

WHEREAS, Such thoughtless claims tend to create feelings of resentment in the hearts of the peoples of other nations and to promote discord and misunderstanding between the Allied and Associated powers; and

WHEREAS, It ill becomes any great nation to claim credit for the winning of a war in which so many nations have paid the full measure of their devotion to the cause of justice and human liberty; therefore

Cup Winners at Convention

Club Attendance Cup:

Pittsburgh, Pa., first; 23 members, 103,500 miles.

Chicago, Ill., second; 25 members, 95,950 miles.

Fort Worth, Tex., third; 29 members, 91,972 miles.

Note: The Convention changed the rule for awarding the club attendance trophy, and in the future the standing will be computed by multiplying the percentage of club membership at the convention by the number of miles traveled.

Ladies Attendance Cup:

Cleveland, Ohio, first; 29 ladies, 124,990 miles.

Louisville, Ky., second; 15 ladies, 62,850 miles.

Pittsburgh, Pa., third; 13 ladies, 58,500 miles.

Honolulu, Hawaii and Glasgow, Scotland, had the honor of sending representatives the longest distance to the convention.

Ogden, Utah, had the largest percentage of its membership in attendance, 48 out of a total of 55, or 87½ per cent.

Vocational Section Cup:

Commercial Secretaries, first: 18 per cent. of memberships present.

The Attorneys had the largest number present; Bankers second.

International Rotary Bowling Cup:

Won by Winnipeg, Manitoba, last winter, and presented at the convention; Winnipeg will hold the trophy until another club wins it.

tension which shall not be incompatible with the basic principles of Rotary; and

(b) In view of the peculiar conditions that may develop because of the difference in national sovereignty of a club or clubs from that of the administrative headquarters of the International Association, the Board of Directors also shall have authority to take such temporary action with regard to such clubs as may appear inconsistent with the strict interpretation of the Constitution but which, in their best judgment, is required to meet these new conditions and such action shall be in force until approved or disapproved at the following Annual Convention of the Association.

(c) In view of the fact that national sovereignty places certain restrictions upon the exercise of legal authority by the administration of the International Association of Rotary clubs in other countries than where are located the International headquarters and chief International officials, all clubs, districts and divisions organized beyond the confines of the country of said headquarters and high officials, bind themselves, in seeking and obtaining membership in Rotary, by all the high principles of Rotary and by those lofty moral and righteous obligations in the relations of men which are even more compelling than national and international laws, to fully recognize and absolutely obey the authority of the International Association of Rotary clubs administrative officers. In the event, however, of serious and sincere difference arising between the administrative officers of the International Association and the divisions, districts and clubs under other sovereignty than that of the administrative officers, such divisions, districts and clubs shall have the right of appeal to a board of three arbitrators named as follows: One by the Secretary of the United States on behalf of International headquarters and high administrative officials; one by the Minister of Foreign Affairs of the division, district or club making the appeal, and the third, who shall be the umpire, by the other two. By means of such arbitration all of the parties concerned pledge themselves to their respective governments and to the International Association to abide by the award. (Adopted.)

TO PREVENT THE UNAUTHORIZED ASSOCIATION OF THE I. A. OF R. C. WITH OTHER ORGANIZATIONS

Offered by Board of Directors, I. A. of R. C.

WHEREAS, The International Officers of Rotary from time to time are requested to accept official position or membership in other organizations with the result that such other organization may thereby appear to have the benefit of an apparent endorsement of the organization by Rotary; and

WHEREAS, The creation of such situations may in some cases result in embarrassment to Rotary;

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that no officer or other official of Rotary shall permit the publication of his title as an official of International Rotary in connection with his official position or membership in any other organization unless he has first secured the approval of the International Board. (Adopted.)

TO ESTABLISH A PLAN FOR COMPUTING ATTENDANCE AT ROTARY CLUBS

Offered by Board of Directors, I. A. of R. C.

WHEREAS, It is the established custom in Rotary for each club to keep a record of its attendance and report thereon each month to the district governor, and for the district governor to report to International headquarters, upon the attendance of the clubs in his district, and for the International Secretary to publish monthly a schedule showing the standing of the highest and lowest clubs, etc., and

WHEREAS, It is desirable that there should be a uniform and equitable plan for compiling such records and making such announcements; and

WHEREAS, The 1918 Rotary Convention in its Resolution No. 7 established the feature of such attendance reports but left it to the executive officers of the Association to establish the rules in connection therewith; and

WHEREAS, The International Board has an-

nounced a plan for such rules but desires to have it receive the approval of the clubs thru their representatives in Convention.

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that the following are adopted as the rules governing attendance records:

1. The basis of 100 per cent upon which the percentage attendance is figured is the total number of active members, less those out of the city in war service. In other words, for the attendance report the membership of the club is assumed to be its active members, less those in war service.

2. Only those Rotarians actually present at the meeting of their club or at a meeting of some other Rotary club during the same week shall be counted as present.

3. A Rotarian shall not be given credit as being present at his home club because of his attendance at other clubs which he had visited nor shall the secretary of his club count such Rotarian among those present when preparing the club's attendance report unless such Rotarian reports to his secretary by letter or telegram such attendance, or the secretaries of those other clubs shall have notified the secretary of the Rotarian's home club.

4. Whether absent members are excused or not does not alter the attendance record. Being excused merely protects the absent member from losing his membership in the club on account of being absent the stipulated meetings in succession.

5. Only those clubs shall be counted in the attendance contest which have their reports in the hands of the district governor by the 5th of the month, enabling him to get the condensed report for the district into the office of the International headquarters by the 15th of the month. (*Adopted*.)

INTERCLUB RELATIONS WITH REGARD TO THE INDORSEMENT OF RESOLUTIONS

Offered by Board of Directors, I. A. of R. C.

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that it should not be the custom for Rotary clubs to send resolutions to other Rotary clubs for adoption, and if an emergency appears to exist requiring such action, a Rotary club should submit to International Headquarters any such resolution proposed to be sent to other Rotary clubs, for the decision of the International Board as to whether the resolution should be published in the Weekly Letter or should be sent out to other Rotary clubs by the Rotary club originating the resolution, or should be rejected as not proper or important enough to warrant communicating it to other Rotary clubs. (*Adopted*.)

TO ESTABLISH A POLICY WITH REGARD TO ENDORSEMENT OF PROJECTS, MOVEMENTS, ETC.

Offered by Board of Directors, I. A. of R. C.

WHEREAS, The International Association of Rotary Clubs is frequently called upon to give its endorsement to projects, movements, etc., to only a few of which, if any, can it be expected that International Rotary will be able to give its hearty support.

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that there is hereby established the policy that International Rotary will not at any time endorse any project or movement unless International Rotary is fully capable and willing to reinforce its endorsement by concrete action to further the interest of the project or movement which is endorsed. (*Adopted*.)

MEMBERSHIP IN SIMILAR ORGANIZATIONS

Offered by the Board of Directors of the I. A. of R. C.

WHEREAS, Clubs are being formed embodying principles similar to those of Rotary; and

WHEREAS, It is believed that no individual can at the same time efficiently perform the duties of a Rotarian and those of a member of any other similar club; and

WHEREAS, It is believed that the future of

Rotary as well as such similar organizations will be best served by the undivided loyalty of the individual members;

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that Rotarians are requested not to divide their energies by accepting membership in any other similar organization; and

It Is Resolved, That we believe that it would be best for firm partners or corporate associates of Rotarians not to join such other similar organizations, but leave the opportunity open for other firms and other corporations to be represented in such other organizations, thereby increasing the number of business concerns coming in contact with the principles of Rotary as expressed thru the activities of the Rotary clubs and of other similar organizations. (*Adopted*.)

TO ENCOURAGE PUBLICITY FOR ROTARY

Offered by I. A. of R. C. Committee on Publicity

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that it is recommended to the International Board and general officers of Rotary, that the Secretary should be encouraged and sustained in the development of a department of his office which shall have to do with the securing of desirable publicity and the preventing, if possible, of undesirable publicity for Rotary. (*Adopted*.)

TO URGE THE TEACHING OF THRIFT BY ROTARY CLUBS

Offered by the Board of Directors of the I. A. of R. C.

WHEREAS, The Nations are beginning to emerge slowly from the effects of a great world war; and

WHEREAS, The necessity for the inculcation of thrift and economy is more urgent than ever in the world's history; therefore

It Is Resolved, By the International Association of Rotary clubs, assembled in its Tenth Annual Convention, that all Rotary clubs are urged not only to adopt as a vital part of their program the teaching of thrift in all phases of organized society, but to make a serious and continuous effort to assist and direct this world movement to the end that individuals become financially independent, nations stabilized, and participating governments offering safe securities actively supported. (*Adopted*.)

RELATING TO COMMUNITY SERVICE

Offered by the Vocational Section on Social Service

WHEREAS, Rotary took up for one of its war service problems, the question of cordial and pleasant relations between the community and the soldier, sailor and marine, so that the tie between the man in service and his home life should not be broken; and

WHEREAS, The establishment of community service is an important element in reconstruction so that the soldier, sailor and marine may be more easily restored to a peace-time basis and the public generally may have a greater opportunity for constructive co-operative efforts to the end that each community may be a better place in which to live; therefore

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that the aid and assistance of Rotary clubs everywhere, individually and collectively, be pledged to the promotion of effective community service effort. (*Adopted*.)

TO COMMIT THE ASSOCIATION AND ITS CLUBS TO A POLICY OF BOYS' WORK

Offered from the Floor of the Convention

WHEREAS, The Committee on Work Among Boys of this Association has submitted to the Convention a report making certain recommendations for greater activity in this work on the part of the I. A. of R. C. and of each Rotary club; and

WHEREAS, These recommendations are received with favor and approval by the Convention; therefore

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that each Rotary club is requested to perfect the organization for boys' work recommended by the committee; and further,

It Is Resolved, That the organization for boys' work recommended for the districts of International Rotary should be carried into effect; and further,

It Is Resolved, That the Board of Directors of the Association should proceed immediately to carry into effect the recommendations of the committee, including the assignment of a competent man to co-operate with the Committee on Boys' Work of the Association and generally to direct Rotary work among the boys under the supervision of the General Officers of the Association. (*Adopted*.)

TO CALL THE ATTENTION OF ROTARY CLUBS AND ROTARIANS TO THE REPORT OF THE COMMITTEE ON PUBLIC AFFAIRS

Offered by the Rotary Club of Toronto

WHEREAS, The Public Affairs Committee has submitted an excellent report calling attention to twelve different phases of service which should be recognized as the duties of Rotarians as good citizens in their respective communities and countries; now, therefore

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that the report of the Committee on Public Affairs is received with approval; and, further,

It Is Resolved, That the suggestions contained in this report are recommended to the attention of each Rotary club and of each Rotarian as worthy of earnest and thoughtful study to the end that the influence of Rotary and the activities of Rotarians shall be exerted to the accomplishment of the various betterments of society suggested by the report. (*Adopted*.)

REPORT OF CONVENTION PROCEEDINGS

Offered by the Board of Directors of the I. A. of R. C.

WHEREAS, The International Association of Rotary Clubs will issue, in book form, a complete report of the proceedings of this Convention, and send complimentary copies of this book to each International Officer, and to each club secretary to be the property of the club and to be kept at the club headquarters for reference use by club officials and club members; and

WHEREAS, It is believed that such a report of the proceedings of this Convention should be read by every Rotarian and that to the extent that it is read will prove of great value in the education of Rotarians as to Rotary, and especially to the new members of a Rotary club;

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that every Rotary club should distribute among the members and especially among its new members as many copies of the proceedings of this Convention as possible; and

It Is Resolved, That every club should distribute at least a minimum quota of three copies by securing subscriptions from individuals or by club appropriation. (*Adopted*.)

TO SHOW APPRECIATION OF THE FLAG PRESENTATIONS MADE BY THE ROTARY CLUB OF NEW YORK CITY

Offered by Board of Directors, I. A. of R. C.

WHEREAS, During the past year the Rotary club of New York City with great thoughtfulness and at considerable expense has presented an American Flag to each Rotary club in countries other than the United States; and

WHEREAS, This generous courtesy on the part of the Rotary club of New York City is a service which must tend to promote better international relations and to strengthen the ties that bind together all Rotary clubs;

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that the appreciation and thanks of the Association are tendered to the Rotarians

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of New York City for this manifestation of the Rotary spirit in so thoughtful and generous a manner. (Adopted.)

TO STANDARDIZE THE OBJECTS OF ROTARY CLUBS

Offered by Board of Directors, I. A. of R. C.

WHEREAS, The 1918 Rotary Convention adopted certain objects for this Association; and

WHEREAS, The third clause of these objects has now been adopted to be the Objects in the Standard Constitution for Rotary clubs and thereby to become the objects of each Rotary club; and

WHEREAS, It is desirable and proper that the objects of each and every Rotary club shall be exactly the same,

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that each Rotary club is requested to take such action as will result in the adoption by the club of the aforesaid objects which thereafter shall not be changed or altered except by the action of a Convention of this Association. (Adopted.)

RESOLUTION OF SYMPATHY

Offered by the Resolutions Committee

WHEREAS, The death of Mrs. Oliver H. Van Horn, of New Orleans, Louisiana, resulted from an operation for appendicitis at Denver, Colorado, while she and her husband, Rotarian Oliver H. Van Horn, were en route to this Convention; and

WHEREAS, Mrs. Charles S. Stiff, of Little Rock, Arkansas, dropt dead at Saltair during the Convention;

It Is Resolved, By the International Association of Rotary Clubs assembled in its Tenth Annual Convention, that we extend to Rotarians Van Horn and Stiff our heartfelt sympathy and comfort in their great loss; and further

It Is Resolved, That a copy of this resolution be spread upon the minutes and a copy sent to Rotarians Van Horn and Stiff. (Adopted.)

TO RECOMMEND FINANCIAL BUDGETS FOR ROTARY CLUBS

Offered by Board of Directors, I. A. of R. C.

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that it recommends that each Rotary club establish the conduct of its finances on a budget basis, with annual estimates of probable income from all sources and probable expense for each department or branch of the club's activities, and that appropriations of funds from club treasuries be made only upon action of the Board of Directors of the club. (Adopted.)

Resolutions Rejected

"WHAT IS THE PROPER ATTENDANCE BASIS FOR AN INTERNATIONAL CONVENTION?"

Offered by the Nineteenth District Conference

WHEREAS, The largely attended Annual Conventions have a great inspirational value,

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that no further limitation should be placed on the number of delegates and visitors at such conventions, but that it would be more conducive to the speedy and effective transaction of the Convention business that the discussions on the floor of the Convention be limited to accredited delegates only. (Rejected.)

RETAINING MEMBERSHIP IN ROTARY

Offered by the Eleventh District Conference

WHEREAS, There are many cases of 100 per cent Rotarians being lost to Rotary, thru the force of circumstances beyond their control, such as leaving the city where they hold their membership or else thru change in business to one already represented in the club, and further since a strict application of the classification law offers the victim no relief;

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that the office of the International Secretary give proper publicity to these facts thru officially published notices, thru the sec-

retaries of the individual clubs and thru the medium of "THE ROTARIAN"; and that Rotarians be invited to study this problem and present solutions thereof thru their individual secretaries to the International Secretary, who will prepare the same for proper presentation to a committee to be appointed by the International Board of Directors to consider the same. (Rejected.)

TO DIRECT THE STYLE OF SPELLING IN "THE ROTARIAN"

Offered by Rotary Club of Charleston, W. Va.

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that the editors and publishers of "THE ROTARIAN" are requested to discontinue the use in that magazine of any system of English spelling not supported by those dictionaries recognized by institutions of learning as standard authorities on the English language. (Rejected.)

A PROPOSAL TO LIMIT MEMBERSHIP IN ROTARY CLUBS TO FIVE-YEAR TERMS

And to Be Referred to the I. A. of R. C. Committee on Constitution and By-Laws, for Its special Consideration and Recommendation.

Offered by the Rotary Club of San Diego, California

WHEREAS, The San Diego Club has considered the proposal made by its past president, Guy Keene, that membership in Rotary clubs be limited to a term of five years, after which the five-year member shall become a member of a club of Senior Rotarians, and another man be elected to membership in the original club under his classification; and,

WHEREAS, The San Diego Club believe that this proposal merits careful consideration and development with a view to finally being adopted in some form for all clubs in International Rotary; and

WHEREAS, The San Diego Club further believes that with many minds brought to bear upon the idea embodied in this proposal it will furnish another foundation stone in the upbuilding of Rotary;

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that said proposal, as more fully set forth and explained in the printed leaflet hereto attach, and markt "Exhibit A," is referred to the I. A. of R. C. Committee on Constitution and By-Laws, with directions to give this matter, during the coming year, special consideration; and if the committee think favorably of said proposal, or the idea embodied therein, that it shall recommend the proposal as one of the principal topics for consideration at the 1920 District Conferences, and at the 1920 International Rotary Convention. (Rejected.)

(Note—"Exhibit A" referred to above was printed in full in the June issue of "THE ROTARIAN," on page 290.)

TO PROVIDE COMPLETE ADMINISTRATIVE ORGANIZATION FOR CERTAIN DISTRICTS OF ROTARY

Offered by the Eleventh District Conference

WHEREAS, On account of the rapid growth in membership of Rotary, and the consequent increase in the duties and details of work of the several district governors, it has become difficult, if not impossible, for many of the district governors, without additional aid, to give adequate and efficient attention to the promotion of the interests and principles of Rotary throughout their respective districts, and it is believed to be desirable and necessary to provide a method whereby the several district governors may be furnished suitable aid and assistance in the performance of their duties;

It Is Resolved, By the International Association of Rotary Clubs, assembled in its Tenth Annual Convention, that upon application by the governor, of any district, accompanied by evidence of the approval of two-thirds of the affiliating clubs in his district, the Board of Directors of the International Association of Rotary clubs may authorize the creation and establishment in any such district of a District Board, which shall be advisory to the district governor, consisting of seven (7) members, the district governor to be a

member and ex-officio chairman of said Board, the immediate past district governor to be a member, and each of the other five members to be the president of an affiliating club in the district, such other members of said board to be appointed by the district governor for the first year, and thereafter to be elected at the district conference; and the district governor, by and with the approval of said Board, shall have authority to appoint a district secretary and a district treasurer, who shall respectively perform such duties as may be imposed upon them; and the district secretary shall maintain an office centrally located in such district, to be known as the Central District Headquarters; and for the purpose of furthering the work of the district governor and providing for the expense of said Central District Headquarters, there shall be levied and assessed the sum of Two Dollars (\$2.00) per annum on each member of all affiliating clubs in the district, such assessment to be payable by the respective clubs for their members in semi-annual installments of One Dollar (\$1.00) each, on the first days of March and September of each year. (Rejected.)

Post Convention Views on Resolution No. 19

By Robert J. Stone

ONE of the most interesting sessions of the Salt Lake City Convention was that occupied by the discussion of Resolution 19, relating to arbitration of differences between labor and capital, submitted by the Resolution Committee.

Anxious at the time that the resolution should be adopted as submitted, I am now convinced that much more good will come by reason of the action taken by the Convention.

The discussion was spirited and enlightening. The conclusion reached was that the discussion should be carried during the following year into every club in Rotary. The issues involved are large enough and the human sympathy inspired is deep enough to challenge the mind and heart of every true Rotarian.

Those opposing the resolution as presented admitted that it was correct in its statements of facts and principles, but opposed its adoption at this time, as a matter of policy.

The subject of the resolution touches every home for it involves the cost of nearly every article of transportation, food and clothing. It touches the ideals of democracy because it involves the question of class distinction and of class antagonisms. It touches the principles of justice because it involves the application of the same rules of conduct and laws to one class as to another. It touches other matters of great public interest, because it involves the general public as well as those directly concerned. The resolution relates to employer and employee—capital and labor, and the settlements by conciliation, if possible—by arbitration, if necessary—of disputes arising between them.

Rotary's Position

Rotary stands for high wages for labor, for the best of living conditions for labor, and for a just and fair remuneration for every service rendered. It stands against class legislation. It is opposed to anything which will create class prejudice or antagonism. It is for conciliation and cooperation and the peaceable adjustment of all difficulties.

A great majority of Rotarians are not employers of labor in any large sense and their sympathies are normally with labor as against capital. But in every serious clash between labor and capital the public generally suffers either for want of service and failure to get the

necessities as well as the conveniences of life, or because of burdens added in settlement of the controversy and paid for by the consuming public.

It is estimated that 65% of the people are neither employers nor employees. Rotary is interested in fair play to the 65% as well as to the 35%. The consuming public has a right to demand of the antagonists that they settle their disputes by agreement or conciliation and if they do not that the law shall provide for arbitration of their differences *in the interests of the public*.

It is necessary that some strong voice should make this demand. The 65% of the consuming

public is not organized and has no mouth piece. The contesting parties are seeking advantage over one another and are interested more or less selfishly in the settlement of the dispute. Any demand made by either of them—if made at all—is accepted at a discount.

Strong Voice Needed

Politicians are influenced either by capital or by the fear of the labor vote and do not speak out, strongly, courageously, on behalf of the consuming public.

All thoughtful, unprejudiced persons admit that conciliation and, if necessary, compulsory arbitration, of these disputes is the ultimate solu-

tion of the questions, but that solution will not be reached until some strong voice is heard. Rotary has that voice. Rotary speaks for the largest and most representative body of unbiased citizens in the world. This question is not a national question—it is world wide. Some one who will be heard in all civilized lands should speak. Let Rotary speak the word.

Note: Robert Stone, member of Rotary Club of Topeka, Kans., was Chairman of International Rotary's 1918-19 Resolution Committee. The foregoing was written after his return home from the Salt Lake City Convention, where he supported "Resolution No. 19."

Amendments to Constitution and By-Laws

The following amendments to the Constitution and By-Laws of the International Association were adopted by the Tenth Annual Convention at Salt Lake City, being recommended by the Committee on Constitution, consisting of Estes Snedecor of Portland, Oregon, Chairman, Robinson McDowell of Louisville, E. Leslie Pidgeon of Winnipeg, Guy Gundaker of Philadelphia and Frank Mulholland of Toledo:

Article III—Membership Qualifications

Section 2 of Article III of the Constitution was renumbered as Section 3, and all the remaining sections of Article III were renumbered in proper sequence. A new Section 2 was added as follows:

Section 2. A Rotary club shall be composed of men of the following qualifications who shall have been duly elected to membership in the club:

Any adult male of good character and good business reputation,

—engaged as proprietor, partner, corporate officer, or manager of any worthy and recognized business,

—or holding an important position in an executive capacity with discretionary authority in such business,

—or acting as the local agent or branch representative of any worthy and recognized business, having entire charge of such agency or branch in an executive capacity,

—or any man engaged in any worthy and recognized profession, may be eligible to active membership in a Rotary club, provided, however, that the active membership of each Rotary club shall consist of but one man in each classification or business (except as otherwise provided in Sections 6 and 8, Article III of the Standard Constitution, prescribed by this Association for affiliating clubs) and each member's classification shall be that of his principal and recognized occupation.

Persons not holding active membership in Rotary may be elected to honorary membership only in and by the club within whose territorial limits they reside.

Organization of Clubs

The following section was added to Article III:

Section 11. The Board of Directors of this Association shall directly supervise the organization of clubs outside of the existing districts of this Association and any club organized outside of an existing district of this Association shall be elected as an affiliating club of this Association and shall continue to be under the direct supervision of the Board of Directors of this Association until such clubs shall have been assigned to a district.

Section 2 of Article IV which prescribes the manner in which balloting for officers shall be had, was amended by adding to it the following clause: "and on such ballot the names of the nominees for the respective offices shall be arranged in alphabetical order.

Section 3 of Article V providing for meetings of the Board of Directors was amended to provide for the annual meeting of the Board of Di-

rectors to be held in the office of the Secretary within thirty days after the adjournment of the annual convention, at which meeting the election of the Secretary shall be held and the annual budget adopted; and regular meetings of the Board of Directors during each alternative month following the annual meeting.

District Conferences

Section 3 of Article VIII was amended to provide that the time and place for holding district conference shall be agreed upon by the District Governor and the presidents of a majority of the clubs of each district, holding office for the period during which the conference is to be held.

Section 7 of Article VIII relative to the nomination of District Governors was amended to make it clearer. It provides for nominations in the same manner that nominations and elections at the annual convention are conducted.

Organization of Districts

Article VIII was further amended by adding:

Section 11. Any district separated from International Headquarters by unusual distance or by difference in language, and comprising within its district limits a satisfactory number of successful clubs, may be granted by the Board of Directors of this Association authority to expand its district organization as may be necessary to carry on Rotary successfully in such district.

Section 12. Any affiliating club separated from other clubs by unusual distance or by difference in language so that it cannot well be associated with other clubs in a district, shall be recognized as an affiliating club under the direct supervision of the Board of Directors of this Association until such club shall have been assigned to an existing district or until several of such clubs have been constituted as an additional district of the I. A. of R. C.

Section 2 of Article IX was amended to provide that clubs admitted to affiliation in the Association during a semiannual period shall not be liable for payment of per capita tax until the next subsequent semiannual period. Such clubs are required to pay an admission fee of not less than twenty-five dollars and not more than one hundred dollars, according to the size of the city.

Section 3 of Article X was amended to change the price of a single copy of THE ROTARIAN from fifteen to twenty cents and to authorize the Editor to make a special subscription rate to public libraries, hospitals, educational, charitable and other public welfare institutions, provided that no such subscription shall be less than the clubbing subscription price of one dollar per year specified in the section.

Amendments to the By-Laws

Sections 2 and 3 of Article I were amended to read as follows:

Convention Nominations

Section 2. All nominations of candidates for offices in this Association must be made from the floor of the Convention at the time designated on the official program for that purpose.

Any voting delegate may present the nomination of one candidate for each one or any one of

the following offices: President, Vice-President, Treasurer, Sergeant-at-Arms.

At the same session and following the closing of nominations for General Officers, the names of candidates duly nominated for the office of District Governor in their respective districts shall be presented by the Secretary.

Pre-Convention Notice of Nominations

Section 3. Any affiliating Rotary club may, during the month of March preceding the Annual Convention, give notice of purpose to nominate one candidate for each one or for any one of the following offices: President, Vice-President, Treasurer, Sergeant-at-Arms, and shall forward such notice to the Secretary in time for it to reach his office not later than the first day of April.

It shall be the duty of the Secretary to publish in the May issue of THE ROTARIAN all notices of nominations so given and received, together with such data concerning each candidate as may be submitted, provided the space allotment to each candidate shall not exceed six inches of one column exclusive of his photograph and the designation of office. All photograph plates shall be uniform in size and shape as prescribed by the Editor of THE ROTARIAN.

Section 7 of Article II of the By-laws was amended to conform to the changes made in Article I.

New Standing Committees

Section 1 of Article III of the By-Laws was amended so that the Committee on Inter-City Relations was eliminated and the Committee on Constitution and By-Laws was inserted as a standing committee of the Association.

Section 2 of Article III was amended to eliminate the Committee on Constitution as a convention committee.

Section 3 of Article IV was amended by striking out that part of it referring to the Committee on Inter-City Relations and inserting a paragraph defining the duties of the Committee on Constitution and By-Laws, and giving this Committee charge of matters having to do with the constitution and by-laws of the Association and with the constitution and by-laws for or of Rotary clubs.

Section 1 of Article III of the By-Laws was amended by adding a subdivision: (h) On Foreign Extension.

The following was inserted as a new section 8 in Article IV, defining the duties of the Committee on Foreign Extension:

Section 8. The Committee on Foreign Extension shall make recommendations to the Board of Directors and formulate rules and regulations subject to their approval for the extension of Rotary to countries, cities and communities where no clubs have been established and for the organization and administration of clubs, districts, and divisions established and for the organization and administration of clubs, districts, and divisions in any country, city, or community of the world as may be deemed advisable, where such clubs are not closely related either under the same sover-

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eighty or to some central club, district, or division.

Section 8 is renumbered Section 9.

Voting by Alternates

Article XI of the By-Laws was amended by adding a new section as follows:

Section 10. A delegate having been listed with the Credentials Committee shall not be substituted for by his alternate so long as the delegate remains in the convention city and is physically capable of attending the sessions of the convention.

This general rule may be modified by the Credentials Committee with regard to the delegation of the convention city club so as to permit the substitution of an alternate for a delegate for one or more sessions, only in the event that the delegate is so engaged in the administration work of the convention as to make it impossible for him to attend such session or sessions of the convention, and such substitution has been duly reported to and noted by the Credentials Committee.

Article XI, Section 1, Rule 6, with reference to resolutions was amended to provide that the Board of Directors may present resolutions to the Convention without going thru the Resolutions Committee.

A new article was inserted in the By-Laws, the first section of which gives the Board of Directors authority to call a conference of District Governors and the second section of which gives the District Governors authority to arrange for special conferences of the club presidents or club secretaries or both as often as may be deemed advisable, the International Association not to be liable for the expenses of such conferences other than the personal expenses of the District Governor.

Convention Hotel Arrangements

Another new article was inserted in the By-Laws dealing with hotel arrangements at the convention city and reading as follows:

Section 1. Any city entertaining the International Convention shall furnish the International Secretary with a list of the hotels in which it is purposed that Rotarians attending the convention shall be housed, certifying that the quality of the accommodations to be offered and the general character of the hotels are such as the Convention City Rotarians would willingly accept were they visiting another city under similar circumstances, and the Committee on Hotel Arrangements shall make no further reservations for hotel accommodations after the accommodations available in the certified hotels are exhausted unless cancelled reservations permit.

Section 2. The International Board shall set a date at which each club shall present its requisition for hotel accommodations. No reservations shall be made prior to that date. On the date set for the receipt of the requisitions, or shortly thereafter, the Committee on Hotel Accommodations shall, upon receipt of such requisitions, proceed to make assignment of rooms in accordance with them, it being understood that

the assignment shall be made in accordance with the U. S. Postal Zone system, the delegations traveling the longest distance being given the first assignment of rooms, and the delegations coming from clubs nearest to the Convention City being given the last assignment; thereafter requisitions shall be filled in the order of their receipt in accordance with the ability of the Committee on Hotel Accommodations to furnish satisfactory accommodations.

Section 3. For each person making a requisition for hotel accommodations there shall be made an advanced payment to the Convention City Executive Committee, which payment shall be returned with reasonable promptness to the club or person making it after the close of the Convention.

An additional article was inserted in the By-Laws dealing with attendance reports and reading as follows:

Each affiliating Rotary club shall make monthly reports of the attendance at its meetings to its District Governor immediately following the last meeting of each month. Failure to make such reports promptly and regularly may be cause for action under Section 8 of Article III of the Constitution.

Amendments to Club Constitution

NOTE—These are subjects that are at present in the Model By-Laws and the purpose of the amendments offered (which were adopted) was to transfer them to the Standard Constitution for Clubs.

Article II of the Standard Constitution for Clubs was amended by making the objects of a Rotary club the third paragraph of Section 1 of Article II of the Constitution of the I. A. of R. C., and now reads that the objects of the Rotary club shall be:

To promote and develop

- (a) High ethical standards in business and professions.
- (b) The ideal of service as the basis of all worthy enterprise.
- (c) The active interest of every Rotarian in the civic, commercial, social and moral welfare of his community.
- (d) The development of a broad acquaintanceship as an opportunity for service as well as an aid to success.
- (e) The interchange of ideas and of business methods as a means of increasing the efficiency and usefulness of Rotarians.
- (f) The recognition of the worthiness of all legitimate occupations and the dignifying of the occupation of each Rotarian as affording him an opportunity to serve society.

Article IV of the Standard Constitution was renumbered as Article VI, and the articles following were renumbered in proper sequence, and the two following articles were adopted as Articles IV and V:

Article IV—Duration of Membership

Section 1. Active membership shall endure for life (unless forfeited as hereinafter provided). Membership shall terminate when any member shall sever his connection with the firm, corporation or institution with which he was connected when elected as a member, or, if he abandons the business or profession in which he was engaged when elected. If he makes new application whether under the same classification or another, his application shall be considered in advance of any other application for membership in the classification under which he now applies.

Sec. 2. Any member who by personal or business conduct violates any of the rules, purposes or ethics of Rotary may be expelled from membership by a two-thirds vote of the board of directors at a meeting called for that purpose, provided that said member shall have been given at least ten days' notice in writing of such pending action. Service of such notice may be made by personal delivery or by registered letter, mailed to his last known address. Said member may be represented at the hearing before the board of directors by counsel, and in case of being expelled by the board, may appeal to the club at its next regular meeting.

Sec. 3. Any member failing to pay his dues within thirty days after the prescribed time shall be notified in writing by the secretary at his last known address, and if said dues are not paid on or before ten days from date of such notification, said membership shall automatically cease.

Any member who is absent from consecutive meetings, which shall include both weekly and monthly meetings, shall automatically cease to be a member of the club, unless leave of absence may have been granted by the board of directors.

Sec. 4. Honorary membership shall endure for life, provided, however, that the board of directors may for good cause at any time cancel the membership of an honorary member on conditions that each member of the club shall be served in writing with a notice at least ten days in advance of such action by the board.

Sec. 5. Resignations. The resignation of any member from this club shall be in writing addressed to the president or secretary, and shall be accepted by the board of directors provided that all indebtedness of said member to the club be paid.

Sec. 6. Forfeiture. Any member whose connection with this club shall be severed by resignation, death, expulsion or otherwise, shall forfeit all interest in any funds or other property belonging to the club.

Article V—Officers

The officers of this club shall consist of president, vice-president, secretary, treasurer, board of directors, consisting of members, and a sergeant-at-arms. These officers shall be elected annually in the manner prescribed in the by-laws of this club and shall hold office for one year or until their successors are elected and qualified.

Suggested Changes in Rotary Organization

Convention Report by Estes Snedecor

THE Committee on Constitution and By-Laws desires to discuss briefly and without recommendation some of the problems involved in the general scheme of the organization and administration of International Association.

Your chairman feels, in justice to the other members of the committee, that he should state thru a combination of circumstances not under his control, he was prevented from calling a meeting of the committee during the year, or from carrying on the volume of correspondence

which was required in order to get the full benefit of the thought and judgment of the other members of the Committee, and that while this report has been hastily read to the committee at this convention, it represents the personal opinion and observations of the chairman rather than the general opinion of the committee.

Consequently, the deficiencies of this report are due to the failures and short-comings of the chairman rather than to the other members of the committee who have so ably and prominently served Rotary in the past years.

However, this report has received the general approval of the committee as a means of stimulating the interest and thought of Rotarians generally in the problems of international organization.

The Great War has, in the course of a few years, torn down the national barriers that isolated the problems and activities of one nation from those of another. We can no longer think in terms that are purely national. The activities of commerce and of labor have assumed international proportions and must be dealt with as



Bill Logie, of Glasgow, Scotland, at the Salt Lake City Convention. efforts of the statesmen so earnestly begun, but of the nations involved.

The League of Nations is mere machinery, and has no life in it save what is put into it by the energies and convictions of the populations concerned. Too much emphasis cannot be laid upon the proposition that no matter how full and specific the covenant of the proposed League of Nations may be, no matter how able and far-seeing may have been the statesmanship that contributed to its creation, the final test—the secret of its success—will lie ultimately in the ability of the peoples of nations involved to understand each other's racial characteristics, traditions, aspirations, and ideals.

A sincere friendship of nations must be based upon a mutual understanding between the peoples of those nations. In this respect Rotary can perform a great international service, if it is so organized as to function efficiently and adequately as a great international body of representative business and professional men of the world whose objects are to promote acquaintanceship, friendship, and a spirit of unselfish service. Rotary can bring the representative business and professional men of the world together upon a common basis of friendship and service.

Is Rotary Organization Efficient?

We now come to the consideration of this question. Is the International Association so organized as to function as a great international body? Is it so organized as to invoke from the Rotary clubs of all nations that spirit of co-operation and of service that will enable them to contribute their best to the growth and development of a great international movement, having for its objects and ideals, high principles of conduct in business and in life, which shall be a product of the best thought and idealism of Rotarian throughout the world?

Rotary clubs as units are now organized and affiliated with the International Association of Rotary Clubs. The territory over which Rotary has been established is divided into districts over which district governors are placed, whose duty it is to encourage the extension and development of Rotary within their respective districts. The districts are delineated without regard to national boundaries, a feature which has been the result of producing a remarkably fine spirit of fellowship between the clubs of Canada, Cuba, Porto Rico, and the United States.

problems more far reaching than the boundaries of a single nation.

International Understanding

The world is witnessing in these days the beginning of a great experiment—the laying of the foundation of a new international structure. There is justification for believing that those foundations have been well and truly laid, but who can tell as yet what the character of the finished building will be? It depends not only upon the to complete the work also upon the peoples of the nations involved.

However, at the Houston Convention in 1914, recognition was given, by resolution, to the right of the clubs in the British Isles, now comprising District 24, to organize the clubs of that district into the British Association of Rotary Clubs. Since that time the extension and development of Rotary in Great Britain and Ireland has been largely under the control and supervision of the officers and directors of the British Association.

Each Nation Has Own Characteristics

Many Rotarians of North America have considered this an unwise and unfortunate step in the development of International Rotary, but those who have visited British clubs and have given careful thought to the question are of the opinion that the best interests of Rotary in the British Isles have been served by this organization because it has been able to interpret the principles of Rotary in terms of the national viewpoint and spirit of that great nation.

As Rotary continues to expand and establish itself in other nations, the modes of thought and of expression, the traditions, and national spirit of the various nations must be recognized and taken into account.

Each nation approaches Rotary in a spirit which is characteristic of the people of that nation. The Rotarians of North America must not seek to dominate the development of Rotary in other nations in such a way as to interfere with the free development of Rotary in accordance with the national characteristics and spirit of these nations.

We must lead the way for the establishment and development of Rotary in other nations and give to them the benefit of our experience, and impress upon them the fundamental principles and ideals of Rotary, but we must not expect Rotarians of other nations to give expression to the principles and ideals of Rotary in the same way that the Rotarians of North America do.

They may have the same objects and ideals in a different way. They will have to adopt policies that are in accord with the tradition and sentiment of their own nation. They will engage in activities to meet conditions in their own country which the Rotarians of North America or of the British Isles may never be called upon to undertake.

National Rotary Divisions

If these observations are correct, then, as Rotary becomes established in nations separated from the country containing the International Headquarters by either distance or difference in language, or in racial characteristics, the organization of national divisions for the purpose of the further extension, supervision, and development of Rotary in such nations, is inevitable.

While there is a sincere desire upon the part of Rotarians of North America to make the work and activities of the International Association truly international in scope and in thought, yet it must be admitted that the time and energies of our International Officers are devoted largely to the consideration of problems and to the supervision of activities which are peculiar to Canada and the United States.

International Headquarters is used largely by the clubs in North America as a clearing house for their own activities.

The International Secretary publishes a magazine which deals almost exclusively with the activities of North American clubs and with questions and problems arising in Canada and the

United States. This is not a criticism of the Secretary, because the *Rotarian* magazine is fulfilling its mission admirably, but merely to point out the fact that *THE ROTARIAN* is really the organ of the Rotary clubs of Canada and of the United States.

The fact is that the clubs of North America use the international organization as a North American organization altho they liberally support the excellent work it is doing in extending Rotary to other nations.

Future Organization Plans

Then what shall be the future organization of International Rotary? The general opinion is that we must pursue one of the two following courses:

First: To retain the present organization of International Rotary, and make proper provision for the organization and development of a district comprising all of the clubs in one nation into a national district organization, with authority to promote the interests of Rotary within the boundaries of such national district, retaining as far as possible the present form and jurisdiction of district organization.

Second: To reorganize the International Association along purely international lines and provide for the organization of national or continental divisions in every nation or continent having a sufficient number of clubs to justify a national organization.

Permit us to elaborate (without recommendation) upon some of the proposed features of this new international organization.

All Rotary clubs will be affiliated directly with the International Association of Rotary Clubs, but will be divided into national or continental divisions, whenever there are a sufficient number of clubs in a nation to justify a national or continental division.

Authority of the International

The International Association shall prescribe a standard form of organization for all national or continental divisions, as well as a standard constitution for all clubs. Each national division shall be charged with the duty of furthering the objects of Rotary and of extending its organization within its national boundaries. It will serve as a clearing house for all national problems and activities. The division of Canada and of the United States will be known as the North American Division of the I. A. of R. C.

The fundamental objects of Rotary and its international program and policy will be under the control of an International Assembly consisting of the officers or directors of each national division and of one additional representative from each division for every fifty clubs or major fraction thereof.

This body shall elect from its own membership the five international officers, not more than two of whom shall be elected from any one national division. These officers will discharge the executive duties usually pertaining to their respective offices, and as a body shall constitute the International Council, or the Executive



A. R. McFarlane, of Vancouver, B. C., former Governor of District 23.

Board, of the International Association. It will supervise the finances of the International Association and maintain the International Headquarters and direct the extension of Rotary in countries in which no national division has been organized.

Annual National Conventions

The International Assembly will meet once a year, possibly meeting in rotation from year to year at the various national conventions.

The International Council will meet twice a year—once at the meeting of the International Assembly and once at some intervening date.

Each national or continental division will hold an annual convention to discuss the problems and activities of the Rotary clubs of that division. A great international convention will be held every two years or every three years, and on the year of the International convention each national division will hold for a day or two its national convention in the city chosen as the meeting place of the International Convention, simultaneously with the holding of the other national conventions.

Many other details of this new scheme of organization have been worked out by the committee

but they do not deem it necessary to consume the time of the convention in enumerating them.

Your committee has no definite recommendation to make except that these problems of organization be thoughtfully studied by all Rotarians and that the President, in appointing the Committee on Constitution and By-Laws for next year, select one member from Great Britain, one member from Canada, one member from the Latin-speaking clubs, and two members from the United States, and that this committee be charged with responsibility of submitting a carefully prepared report on these problems.

Study and Solution Important

Your committee feels that the proper solution of these problems of organization is of the utmost importance because of the great international service which Rotary will be enabled to perform, if it is so organized internationally as to command the confidence and cooperation of Rotary clubs throughout the world, and to create within the minds of all Rotarians, no matter where they may reside, that they have a part and a responsibility in contributing to the great international ideals of friendship and of service.

President Wilson spoke truly in an address re-

cently delivered in Turin where he said, "The men who do the business of the world now shape the destinies of the world, and peace or war is now, in a large measure, in the hands of those who conduct the commerce of the world."

This is a challenge to International Rotary to see to it that the warfare of arms shall not be succeeded by an economic warfare of chicanery, intrigue and destructive competition; that the commerce of the world shall be hereafter conducted upon high ethical standards, and that its competition shall be one of efficiency and quality and service; that all men shall be taught to realize that "There is an honor in business that is the fine gold of it, that reckons with every man justly, that loves light and that regards fair dealing more highly than goods or prices or profits."

Note.—Estes Snedecor of the Rotary Club of Portland, Ore., as Chairman of the I. A. of R. C. Committee on Constitution and By-Laws, presented the foregoing report to the Tenth Annual Convention at Salt Lake City. The other members of the Committee were: Wilbur T. Gruber of Indianapolis, E. Leslie Pidgeon of Winnipeg, Guy Gundaker of Philadelphia, Robinson McDowell of Louisville, and Frank L. Mulholland of Toledo.

Rotary to the Every-day Average Man

Convention Address by John Napier Dyer

MR. PRESIDENT, my fellow Rotarians, ladies and gentlemen: The realization of my anticipation of this moment almost overwhelms me because, as our president has stated to you, I am just a farmer member of this organization and I am unskilled in the arts of oratory and in the tricks of the professional entertainer and can rely only upon my intense interest in Rotary to carry to you the message with which I have been entrusted.

Realizing my responsibility, I will try to speak to you from out of my heart and endeavor to convey the thought which will fix in the mind of every one of you the responsibility resting upon you as Rotarians, in this great international organization.

It is extremely gratifying to be permitted to have this privilege to speak to you about a thing which has so engrossed my mind and thoughts for the past several years and to which I have given all the spare moments of my time away from my business in an effort to create a greater Rotary in the community in which I live and in which I have served as leader during this past year.

True Principles of Rotary

The climax of my year of activity comes in this wonderful meeting of you earnest men, here to absorb more of this interesting and engrossing SOMETHING in order that you may continue your service to men in a more effective and efficient way; and I shall retire to my tractors and cultivators satisfied that I have had some part in my humble way in helping to conduct the affairs of the great agency which aids in the uplift of men and communities. And so I greet you with cheer in my heart, a fullness in my soul and with the hope that I may serve as the guide to higher and nobler thoughts and give to you the inspiration for a greater Rotary.

The true principles of Rotary are expressed in

the desire of men to live more useful, helpful lives and the Rotary club which does not boast of the success of its work in helping the individual to become a more useful member of society, must be lacking in some essentials of leadership.

The church teaches us reverence for God and endeavors to lead us to a higher conception of our spiritual responsibilities.

Rotary teaches men to apply to the every day affairs of life in business and social intercourse the things which they learn in their church and it further teaches them to try to induce others to join with them in the practical application of the tenets of Christianity.

It is simple and yet very hard to define the meaning of Rotary. In its short life, development has been so wonderful and its hold on men has become so strong that the true meaning of the word Rotary is yet to be defined. Its literature is so limited that it can all be read in a few short hours and yet its influence is recognized around the world.

We all of us have had drilled into our minds by the world's greatest catastrophe during the past four years that some agency must exert the necessary force to create the stronger bond of friendship between men of different nationalities, destroy the idea that might makes right and build a temple of peace to which peoples of the world will go for guidance.

Dream of the Ages

It has been the dream of ages that the brotherhood of man might some day reach fulfillment, and it does seem within the providence of reason that this organization, which stands for the teaching of men to aim for higher things, schools them in the proper conception of right, urges cleanliness of thought, discourages false inspiration for the attainment of fellowship, and leads the way to a broader knowledge of our responsibilities to our home, our church, our country and the

world, shall lead in the development of that agency which will bring to the world a finer understanding between nations to the end that we may live in peace and enjoy the fruits of our labor in security forever.

The aim of Rotary is to create fellowships; to inspire friendships; to build organizations; to purify manhood; to make reverence for womanhood; to fear God and love your country.

Fellowships and friendships are the rich rewards of an honest life and the creator of Rotary, inspired by a desire to surround himself with men of congenial tastes and equal ambitions conceived the idea of an organization which has become world wide. The few friends who met with him in his business sanctum for the discussion of personal aims and ambitions perhaps had little thought of the future development of this great institution.

But the foundation of Rotary was laid in the meetings of these earnest young men and its building watcht by the careful eye of the founder has developed into our Rotary of today.

Rotary Helps Individuals

Well do I remember my disregard of the advice of Horace Greeley to young men to "Go West" when I followed the path of ambition and settled in a town east of my native state. There surrounded by strangers, I spent years in an effort to create those friendships which are born and not made and it was only with the coming of Rotary and its intimate greeting which gave to me the opportunity of surrounding myself with friends who grow nearer and dearer as the days go by.

Not long since a fellow came into our midst to embark in a business venture, accepting an opportunity to help his country by making materials for the prosecution of the war. He was worthy of our friendships and he prospered in his business, but the sudden ending of the war brought him face to face with financial disaster

because a government burdened by superhuman tasks was unable to reach his pay check in time to avert the crash.

The man had entrusted his all to his business and the prospect of failure unnerved him. A stranger in a strange place, he knew not where to turn but to Rotary. He laid his troubles on the table and askt for advice.

Rotary responded. It gave the assurance of friendly interest and inspired the fellow with hope, provided the necessary financial assistance thru the proper channels to tide over the crisis, secured the services of a friendly receiver and carried the business along to the end that the man regained his nerve, acquired a new viewpoint and today looks into the future with the hope and anticipation of complete financial rejuvenation. The friendship of Rotary was the guide and inspiration which kept this fellow off the rocks.

Rotary's Help to Community

To build organizations for the development of men and communities—Rotary never the agency for the doing of the things to be done, but only the forum for the discussion of those problems, might properly be termed the upper house of the community assembly.

In my town there had long been lacking a proper co-ordination of the interests of the men who live in the town and the men who live in the country. Conditions which I need not here discuss have led to this estrangement, but the time has come when this condition of affairs must be corrected.

Recognizing the need in this particular community of co-ordinating these conflicting elements, a Rotary club, inspired by the hope of fellowship, has solved the problem, and this is the way it was done:

Annually there is held in Vincennes a meeting under the auspices of Rotary where men from the surrounding country come together for the discussion of their problems of community interest.

The first of these meetings, held in 1915, was, like Rotary in its beginning, a small affair. The old prejudices made it difficult to interest the countrymen in a plan of a get-together community meeting. Some fifty or more invitations brought only meager responses and direct personal appeals were necessary to secure enough acceptances to insure the success of the gathering.

When these country fellows met with their brethren in the city, they were shown Rotary hospitality, and the speakers of the occasion dwelt upon the subject of harmony and co-operation.

It developt slowly in the course of the meeting that the other fellow had some just and fair reasons for mistrusting his city brethren. The principal one disclosed, however, was that he knew him not. At this first meeting the seed was sown for a better understanding in the future, and upon the occasion of the Second Annual Rotary Farmers' night, responses to the invitation to come were prompt and the meeting was enlarged by the presence of the small town banker and the country merchant, who joined heartily in the spirit of the meeting in singing Rotary songs and applauding the expressions of fellowship and good will.

War Time Mass Meeting

In 1918 the annual meeting took on the aspect of a war-time mass meeting. Some two hundred men gathered together to applaud the work of

Rotary—a fraternity without ritual, password, or secrets; a business organization without commercialism and personal gain; a religion of service and good fellowship without church or creed.—Owen Scott, Rotary Club of Decatur, Ill., at Salt Lake City Convention.

their county in its enviable record of accomplishment of war undertakings. The disposition of Red Cross, Y. M. C. A., K. of C., and Salvation Army quotas, not out of a war chest, but by prompt responses from the individuals, was accomplished, always in less than one day's time, and in the case of the Fourth Liberty Loan and Fifth Victory Loan an over-subscribed quota was reached in a few hours' time.

This was an accomplishment of Rotary which has cemented the ties of friendship between the farmer and the city man, brought down the barriers of distrust and misunderstanding, and with the dawn of peace, is making for the utilization of this splendid organization for the promotion of a better community spirit and a stronger support of those agencies which deal with community problems.

It has been a great work, and I hope that every Rotary club in the world will lend itself to the development of a better understanding between the men of every community so that community development shall not be retarded by lack of understanding.

To purify manhood: Rotary stands out in strong contrast in its weekly meetings by stating aloud, "We demand that no suggestive story or ribald jest be uttered in the presence of Rotarians," and you fellows have become so accustomed to this procedure, that risque stories which once you might have listened to with interest are now distasteful and shocking to your finer Rotary sensibilities, and as for false fellowships aroused by stimulants, only the recognition of righteous prohibition by a wise and good government can give stronger testimony to the uselessness of rum.

Reverence for Womanhood

Reverence for womanhood: What one of you fellows would not give a share of your possessions to be able to return to your mother's knee and hear again her words of advice that you might grow to stronger, finer manhood? And what one of you would not welcome the opportunity to live over again your life so that you might eliminate those days which we all look back upon with regret. The influence of a good woman is the greatest force for good in the world, and when our fellows sing that song—

*I want a girl just like the girl
That married dear old dad.
She was a pearl and the only girl that daddy ever
had.
A good old fashioned girl, with heart so true,
One who loves nobody else but you.
I want a girl just like the girl
That married dear old dad.*

the response to the chorus is the positive demonstration by Rotary of our reverence for our mothers.

To fear God, to love country, is the definite acknowledgement of better manhood and Rotary in its teachings for the development of men brings them to a natural understanding of the

joy to be obtained out of the life which leads to a proper conception of God and His control over universe and country in its control over men.

Rotary—Desire to Be Better

Those of you who have studied and have watched the development of the men in your club, under the influence of Rotary, must have observed the great change in the average man, and can no doubt bring to mind specific cases where men have grown out of the selfish individuals into community servants, and it is this change in the individual which causes us to wonder what that thing called Rotary is, which causes men to aspire to be better husbands, fathers, churchmen and citizens, all of which things help to create a finer community in which to live.

And you ask, "What is Rotary?" It is the desire to be better men; the aim to higher purposes; it is the practical conception of the Golden Rule; it is cleanliness of thought and the application of Christianity in the every-day affairs of men; it might be termed "that something," an indefinable thing, or it might be translated into the deeds of those who have been inspired by it to persevere to higher things.

The individual worker in his Rotary club creates a community asset and he takes pride in its development to its great usefulness. The club aspires to lead in the community, in fostering the things which make for community betterment. Rotary, being an organization of earnest business men, might well be termed the greatest business organization in the world, because it is the only institution which is world wide in its scope and international in its activities, as is so well attested by the presence here of men from many countries, all moved and inspired by the same thought.

Rotary, in its subdivision into districts, is creating a district spirit of pride, and we will see this year, here in Salt Lake City, district organizations vying with one another in friendly competition to be called the best district.

Competing to Do Good

What do we mean by the best district? Is it the largest body of men doing the greatest amount of work for good in the community in which they live? What an inspiration! Vying with each other in doing good; competing with one another in the practicing of the Golden Rule. Wonderful inspiration!

How well do I remember when I landed in my home town where the commonly heard expression by the booster was, "There must be some more funerals before we can aspire to become a real city." And my friend, the Rotary undertaker has assured me more than once that the requisite number of funerals have been held, and that now it is time for the town to move on and up.

But it was not the funerals that we needed; it was the coming of a Rotary club, an institution to educate men to live together in peace and harmony and work for one another in the development of the community in order that all might prosper in just and fair proportion to the prosperity of the whole.

And in the not far distant future, we will see in a Rotary convention the unfolding of that great spirit of nations when men will be vying with one another in the creating of things for international aggrandizement, and the world will be better and safer and happier thereby.

If man can be reacht by the ideals of Rotary and its true and useful purpose can be made man-

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ifest in the individual, the individual, aroused by its inspiration will carry on and create those larger agencies, the club, the district, and state, the nation and the world, offering the hand of fellowship and leading the way to greater international friendships by preaching the doctrine espoused by our Lord Jesus Christ when he taught us that "it is more blessed to give than to receive."

And so we find when we ask ourselves what are the true principles of Rotary, that they are best exemplified by our motto: **HE PROFITS MOST WHO SERVES BEST.**

Purposes of Rotary

Service, not self, is the keynote to the successful accomplishment of great things. The men who work with self ever in mind or strive for personal glory are not like the men whom history has recorded as "The Great Emancipator" or "The Father of His Country." We who have learned to follow the precepts of this great organization and adhere to its principles, delight in our efforts to promote the welfare of the boy and the work of our Rotary clubs in creating a boy atmosphere and promoting the boy's opportunity and giving to the boy the opportunities which did not come to us, are building not only for the future of Rotary, but as well for the future of the world. We are helping in the making of pure manhood and in the development of succeeding generations of finer men and of Rotarians.

Rotary, you know, is in its first generation. Its brief history covers only a few years replete with the deeds of earnest men, and the greatest heritage which we can leave to our organization is a generation schooled in the ideals and principles which we have worked to create and develop.

Rotary creates in business an atmosphere which is ideal. Most business men of past generations were wont to scoff at the suggestion from earnest men that if you would wish to be successful, you must be honest. The Rotarian today recognizes this as a truism, and his example is being followed by business men throughout the world. The regeneration of business has come within the past few years and the influences of Rotary in effecting this regeneration must be recognized.

Out of the war has come a positive recognition of the rights of the employee, so Rotary dedicates itself to create a better and finer understanding between the employer and employee.

The purposes of Rotary are fixed and definite. Its aim is the building of a better world by giving to men the opportunity to express in words and deeds the ideals and purposes of Rotary—ideals and purposes which must become a vital and living part of the individual member and which, in the last analysis, are based upon the conception of the individual in the belief that these purposes are attainable and will be realized.

Rotary's purposes are not dreams, but you and I do believe that in the generations yet unborn these purposes are attainable and will be realized, leaving to our children and children's children, new problems and new purposes suitable and fitting to their day and hour in the world's history and placing upon their shoulders the responsibility of working out the problems of their posterity.

Drifting and Lack of Rotary Spirit

Some Rotary Clubs may be drifting, drifting into a sea of uncertainty, thru lack of enlightenment of Rotary ideals, lack of leadership and lack

of a definite policy in the local club. It is plain to see the paramount cause in the selfishness of the individual. Leadership must be willing and eager to give in order that others may follow in the successful path of Rotary development.

Drifting leads to dead timber and a low attendance and it leads to lack of Rotary spirit and the final concluding thought in this matter is revoking of the charter and the death of the club.

If your club is drifting, arouse your thoughts to a realization of the consequences and bestir yourselves to seek leadership which will carry you on and up.

To attain this end you must educate yourselves in the ideals, principles, and purposes of Rotary. You must remove from your mind the hazy and uncertain thoughts which are to be found therein relative thereto and plant within your soul the seed of Rotary and give it tender care until it brings forth fruit.

This can be done in one way only and that is by having men inspired by the ideals of Rotary speak to you in a definite, concrete way from out their heart, giving to you that inspiration and knowledge of Rotary which inspires their life. How can this be done? By heeding the advice which came forth from the past two international conventions, to have at least one meeting of every four devoted in part to the education of Rotarians as to Rotary.

You say, "What will this accomplish?" It will create an atmosphere in which the man out of harmony can not exist and will soon remove from your club the incubus of dead timber—himself—thus giving opportunity to bring into the folds of Rotary men who have the responsive natures which readily develop into the true Rotarian.

Can you not see, men of Rotary, that this truth makes for live clubs and active memberships ultimately removing the necessity for the enforcement of the four-time attendance rule.

Rotary in Its Spiritual Aspect

Many men of Rotary look lightly upon the question of Rotary's ideals and call it "high-brow" stuff—"a thing" only to be tolerated. While we all admit that Rotary has no religious creed or dogma nor political faith, yet we must believe that if Rotary is to stand the test of ages, it shall be founded upon the eternal principles given to man in the life and teachings of our Lord Jesus Christ.

In truth we know and believe that these truths form the basic structure of true Rotary. Chris-



Rotarians in the Great Salt Lake: Philip R. Kellar, of Chicago, Managing Editor of "The Rotarian"; Ed R. Kelsey, of Toledo, past International Vice-President; Frank R. Jennings, of Chicago, Advertising Manager of "The Rotarian"; Silvester Schiele, the oldest Rotarian at the Convention, one of the four organizers of the first first Rotary Club in Chicago, in 1905, and its first President.

tianity is and ever will be the dominating force in the world, and in Rotary; and only as we yield ourselves to this force and permit it to operate in our life and works can we ever hope to fulfill the principles and purposes of our organization.

What is this force which permeates our mind and carries us forth from our weekly luncheons and will take us forth from this great convention with the earnest desire and longing in our hearts to be finer, better, cleaner men today than we were yesterday, and sends us forth charged with the determination to sacrifice and work for others?

Is it not that the spiritual within us has become co-ordinated with the activities of our every day life?

It is the admission within ourselves and unconsciously, perhaps, that the greatest force in life is the spiritual power, wonderfully and truly exemplified in the life of Him of whom it is said, "He went about doing good."

No greater comment has ever been made upon the life of any individual than this, "He went about doing good." May it not be our earnest desire, men of Rotary, that when our life work is ended men may say of us, "he went about doing good."

This is Rotary in its spiritual aspect.

Country Above Party

I mentioned political faith as debarred from Rotary. This does not mean that Rotary lacks in true patriotism, but that it puts country above party. We know that love of country, wherever that country may be, is entwined around the heart of every man worthy to be called Rotarian.

When love for fellowman is to be found in our heart (and we know that Rotary's Code of Ethics is founded upon love), we can easily see how this love dominating our lives leads us to love our country. And what finer exemplification of love can be shown than the little white crosses in Flanders, where Rotarians from every land sleep, that you and I may enjoy the heritage of peace and happiness.

Statements of aims and principles may be wonderful things, but labor and toil make dreams come true.

The farmer attains the things for which he strives by toil. He dreams of fields of golden grain but he reaches the fulfillment by hard, persistent work. The development of flocks and herds are not the result of chance and the creation of finest fruits and sweetest smelling flowers comes only from the brain of the man who strives and works to attain perfection.

The Spirit of Cooperation

And so the development of Rotary lies in the cooperation of men. Its unique organization lacking in competition, with its peculiar memberships and individual classifications, gives it opportunity for development unlike any other organization.

Rotary's future rests with the men of this great international organization who must ever hold in mind the dream of perfect Rotary and ever build with the thought of creating a super-Rotary for the generations of men who are to follow in our footsteps.

And so let us move forward and upward, but let us proceed by the chart of reason, experience and tested Rotary principles, and let us be careful not to trust our vehicles to demagogues or visionary ones who would steer us on the rocks.

Men who stand on hilltops and throw stones into the valley where things are done are not builders for the future.

Let us beware that no stunted ideas be grafted upon the splendid tree of Rotary, but that always the growth be clean, young, virile, in keeping with the magnificent structure reared to promote the highest type of true manhood.

Let us see that our Rotary is placed in the guiding hands of men who have proven by their active interest in the development of this world wide organization, their high and noble conception of the Golden Rule based upon love of our fellowman in the every day affairs of business life—so that its ideals may be retained in their fullness.

Let no newcomer, admitted in generous truth to the hospitality of Rotary, violate the dictates of common gratitude nor the elementary rules of respect, which custom imposes upon the newcomer.

The Dream of Rotary

Is the establishment of the universal Rotary in the days to come to include all nations and races of men, schooled in the thought of service and guided and directed by the eternal principles of Rotary? a world striving to become better, purer, cleaner, following in the footsteps of Him

A sermon which is an end in itself, or a speech which is an end in itself, might just as well have never been preach or delivered. There is such a thing as learning by doing. There is a way of getting education to busy Rotarians, a way of getting education to them in the most approved fashion, and that is by enlisting every single member of the club in the performance of some sort of Rotary activity. * * * All the speeches and all the literature and all the fine, intellectual, scholastic, academic business that we indulge in in educating Rotarians, much of it very good, will never get anywhere unless we persuade individual Rotarians to practice the ethics and the principles of Rotary.—George Dugan, Rotary Club of Albany, N. Y., at Salt Lake City Convention.

who said He came “that we might have life and have that life more abundantly?”

And so, my brother Rotarians, from the land to the north, from the lands to the south and across the seas, I hold out to you this thought: In this land of ours you will have brothers known

to you as Tom and Dick and John, not brothers in name only, but in spirit and in truth, so that we must, as Rotarians, believe in the fundamental principles of the brotherhood of man. Rotary proves that this is not a dream of the lowly Nazarene. Today, viewing the world thru the eyes of Rotary, we can see the dawn of the coming day when “Nations shall beat their swords into plowshares and their spears into pruning hooks,” and the vision of the poet shall be realized when

*“The war drums throb no longer
And the battle flags are furled
In the parliament of man
The federation of the world.”*

May our Infinite Creator in His wisdom bring this day of peace and love to a noonday fullness and may our prayers and work as Rotarians be ever used in the service of our Master to attain this end.

Note.—The foregoing is an address delivered 17th of June, 1919, before the Tenth Annual Convention of International Rotary in Salt Lake City, by John Napier Dyer of Vincennes, Ind., Governor of the Eleventh District. He is now First Vice-President of International Rotary. Rotarian Dyer is manager of the McKenney Farms, Knox County, Indiana.

Rotary As an International Influence

Convention Address By John Barrett

THE discussion of a great theme before this great convention is my responsibility. Tho I shall do it briefly, I would that I were more competent. As I obey the mandate of those who shaped this program to plead the cause of “Rotary as an International Influence,” I invite your practical but sympathetic interest. Sincerely conscious of my own shortcomings in endeavoring to master fully such a big issue, vital to the very basic fabric of Rotary, I rejoice with you that we have sound advisers and able leaders in whom we can repose complete confidence. Where I fail, they will be strong.

First I shall be reminiscent and sentimental—possibly very sentimental—for sentiment must underlie practice where a mighty cause is at stake.

I love Rotary. You love Rotary. Otherwise we are disloyal to Rotary and have no right to foregather here in extraordinary conference. Such love prompts and inspires what I shall humbly submit. Such love, in turn, should prompt and inspire you to lend kind ear to my simple suggestions, and then, in your superior wisdom, improve upon them.

This love of ours for Rotary, as a mighty organization of society, should correspond to a man's love for his mother in the charmed circle of the family. Let us be more specific in order that we may grasp this point of view.

My mother and your mothers, in our active lives, are the most wonderful, the most sympathetic and the most helpful influences we have ever known during our formative years and even later in our days of advanced maturity.

Our Rotary is the most wonderful, the most sympathetic and the most helpful organization of men to which we have ever belonged. For me my mother is the only woman, if I may be that personal, to bring home my argument, whom I

have deeply and always loved; my Rotary is the only club among many, to which I have given a similar devotion.

Swayed by sentiment, let me enlarge upon this mother principle. Her example, good advice, unflagging interest in the welfare of her son, and her noble, almost perfect, Christian character, have been his guiding and supporting influence, whether he has been serving the government and people of America on the plateaus of the Himalayas, in the valleys of the Amazon, in the gay capitals of Europe, or in our own beautiful Washington or most hospitable Salt Lake City.

Likewise, since he experienced the distinguished honor of becoming a Rotarian, the noble and uplifting principles of Rotary and the splendid personnel which constitutes its membership everywhere have been a dominant factor in aiding him to perform his duty, not only to his own country and his own people, but to the other countries and peoples of the Americas.

Simplicity of Thought and Action

I tell you all this before I take up the real theme of my address, because I want you to know that I am intensely in earnest in my conception of Rotary's present and future qualifications as a powerful, world-uplifting and civilization-building “International Influence.”

Greatness of thought and action rest in its beginning on simplicity of thought and action. As the greatest men and women of history started as simple children and, in childhood, learned at their parents' knees and at their teachers' side the first principles of conduct, character, and achievement, so mighty Rotary of the future will rest in its mature development upon the devotion of its members to the simple thoughts that I have here hurriedly pronounced.

I owe my membership in Rotary to a great

and good man. I owe it to a noble friend and leader whom you and I profoundly esteem. I owe it to our International President, our John Poole of Washington. Again I owe my initiation into the real meaning of Rotary, my appreciation of its inspiring principles and splendid potentialities to our broad-minded, enthusiastic and able Secretary, Chesley R. Perry. Still again I owe my actual realization of the real stuff that makes Rotary, of the kind of men it attracts, to my association with those fine fellows who constitute the membership of the Washington Rotary Club, of the International directorate, and of the International Committee on Foreign Extension, of which it is my undeserving honor to be Chairman.

I had not enjoyed the privilege of being a Rotarian more than a week before I came to the conclusion that it had, in its principles and practices, something that was the best possible influence for Washington, Salt Lake City and any other representative town or city of the United States, Canada and Great Britain, and that, if this were true, it should be the best thing possible of its kind for Argentina, Brazil, Peru, Chile, India, Spain, France, Italy, and even Russia and Germany.

The Sin of Selfishness

Selfishness is a sin to be abhorred. Why, I argue, should Rotary be selfish and keep itself to the United States, Canada, Great Britain and Cuba. I found that it had also spread to Uruguay in South America, to Hong Kong on the coast of China, to Manila in the Philippines, and was on the verge of organization in India, in Australia, in Japan, in South America, in several countries of the continent of Europe, and in many of our sister American republics.

Yes, fellow Rotarians, I beheld Rotary already

on the wings of international effort. She could not be stopt. She was crossing the great seas that divide nations and people like Commander Read in the N. C. 3. She recognizes no boundaries of nations, people and races, but her future flights can be and must be carefully planned, map out and followed up, to avoid disaster and make success permanent.

The Committee on Foreign Extension met during the spring in Washington. They conferred seriously and solemnly. They recognized the responsibility resting upon them. They realized that they must do that which would be supported by the rank and file of Rotary from whatever town, city or country you come. They work hard and with good heart. Their report has been submitted with regard for all phases of the question and they hope for your approval, with such modifications and improvements as you may see fit to make.

Your Committee do not claim to be infallible; your Chairman certainly is not. We have done the best we knew how with loyalty to Rotary as it is and as it ought to be. It is now for you to determine whether Rotary shall face the world and the future with great, inspiring confidence and courage and win out as the premier unofficial international organization of all the world, or fall back as a frightened weakling and lame laggard, when mankind everywhere is calling for the help, the sympathy, and the cooperation of the leadership and principles for which Rotary and Rotarians stand.

On a Peaceful Conquest

Believing in action and despising delay when it might mean failure or misfortune, your Committee, without faltering, and having confidence in your support, decided that the first foreign field to be carefully considered and organized was that of neighboring Latin America where the United States, Canada and Great Britain have similar and allied interest of commerce and friendship.

They, therefore, despatch there as Special Envoy of Rotary to organize clubs from Cuba and Mexico south to Chile and Argentina, Señor Don Federico Alonzo Pezet, former Minister Plenipotentiary of Peru to the United States, a member of the New York City Rotary Club, and one of the ablest all around Pan-Americans.

A loyal and distinguished citizen of that cultivated and historic land of Peru, he loves America and the British Empire, Americans and Britons, next to Peru and Peruvians. He speaks Spanish, English, and French with equal fluency. He knows Anglo-Saxon institutions and history better than ninety per cent of our own membership. He is a true fellow well-met, or dignified as occasion requires. He has a beautiful and charming wife, as should and does become all loyal Rotarians (except an occasional lesser light like the unfortunate Chairman of the Foreign Extension Committee).

At this moment, after organizing additional clubs in Cuba in cooperation with the great and powerful club in Havana, he is en route to Panama. There at the great water gate of North and South America he will organize a Rotary Club that will play as important a part in International Rotary as the canal does in international commerce. Within six or seven months, we are confident that he will report to us the successful organization of Rotary clubs in the following cities and countries, aside from those which he has just aided the Havana club to establish in Cuba: Panama City, Panama; Guay-



Original Americans in Rotary Parade at Salt Lake City. Photo by T. E. Gause, Chicago.

quil, and possibly Quito, in Ecuador; Lima, and possibly Paita and Mollendo, in Peru; La Paz in Bolivia; Valparaiso and Santiago in Chile; Buenos Aires and Rosario in Argentina; Asuncion in Paraguay; other cities in Uruguay with the cooperation of the already established club of Montevideo; Rio de Janeiro, Sao Paulo, and possibly other cities, in Brazil; also, ultimately, Caracas in Venezuela, Bogota in Colombia and the capitals of Central America. If he succeeds in organizing Rotary in half of these cities and countries, he will accomplish a great and historic achievement, which will give Rotary a world prestige.

Plans are also under way for the organization of clubs in France, Italy, Belgium, Denmark, Netherlands, Switzerland, South Africa, Australia, Japan, China, India, and elsewhere. Indeed, Rotarians, in one or two years more, as upon the dominions of the British Empire, the sun will never set upon the dominions of Rotary.

Means Tremendous Responsibility

But my friends, all this means tremendous responsibility to Rotary. Success can only be achieved after most careful planning and organizing of the international program, backed up by unanimous support of the clubs already in existence. We must make every effort to avoid error. There must be united and thoughtful action in working out the recommendations of your Committee on Foreign Extension. Our policy can not be haphazard.

Please ponder earnestly over the reports made on this subject and, then, with a true spirit of cooperation, with elimination of pretty criticisms and jealousies, and acting with a seriousness and dignity worthy of such a giant organization as Rotary, authorize such amendments to the constitution as may be necessary, enabling Rotary to go forth throughout the world, loved to the limit wherever Rotary's charmed wheel of human service shall speed its earth encircling course.

Rotarians, I can not speak to you too solemnly and seriously today. If occasionally there has been a lighter word or thought in my earlier observations, I now approach a conclusion of utmost gravity. I beg your sympathetic attention as I briefly convey to you what sadly wells up in my heart. Altho we are optimists, altho we believe in our fellow men and in our countries, and altho we have confidence in the right of Rotary, we must not be blinded and fail to face the truth.

*"Truth crushed to earth shall rise again.
The eternal years of God are hers. But
error, wounded, writhes in pain and dies
among its worshippers."*

The world of governments and humanity, today, after the world war, is like an unskilled tight rope walker, balancing on a rope that may break

at any moment under a new and unaccustomed strain, or sway its balancer either into the net of safety or the pit of destruction.

Fate of the World

All Europe's fate, and possibly that of Asia and Africa, depends upon a hair's breadth or an ounce weight of balance to determine whether it shall go to uncontrolled bolshevism or to permanency of established order. Whichever way the old world goes, it may remain for America, —Pan America from Canada to Chile—and Great Britain, to make the wreck of humanity complete or save forever civilization.

In other words, I mean that all signs point to the conclusion that the future security of the world depends upon the solidarity of the Western Hemisphere and the Anglo-Saxon elements of the old world. The United States, Canada, Great Britain, Central and South America, must stand together for the permanency of democratic government and their institutions, no matter what comes. If they do not thus act, they invite their own destruction as well as that of the rest of the world.

With this picture, good or bad, before us, let us make sure that Rotary everywhere will stand to the death against wanton anarchy and uncontrolled bolshevism, against all wild agents of destruction in society and government. Let Rotary, with the cooperation of labor and capital, with the united action of the rank and file of men and women and the leaders of the Americas and the Anglo-Saxon nations, say to all who do not like the kind of government for which the Rotarian nations and people stand that, if they do not like our methods of administering government and society, they not only can get out but must get out or we will put them out regardless of consequences.

Synonym of Law and Order

Let us, Rotarians, therefore, so shape International Rotary that Rotary shall forever be a synonym of law and order, of respect for the institutions and governments established by the free and thoughtful will of the people.

Let Rotary so direct its labors in the United States, Canada, Great Britain, Cuba, and so guide its organization elsewhere in Latin America, Europe, Asia, Australia, and Africa, that it shall have a name and influence, above all other unofficial organizations and clubs, in fighting for and preserving that which is best for government, society and civilization.

Let us picture today and facilitate by our action in this convention the realization of such conditions throughout the universe that our sons and daughters, our granddaughters, if not ourselves, shall be able to travel to the nearest or most remote parts of this resourceful, varied, and beautiful world, and everywhere find Rotary clubs not only established but recognized as the most influential, the most practical, the most human, the most powerful and the most loved unofficial combination of men for the protection, extension and maintenance of such governments, such society, and such business, commercial and moral cooperation, as will cause man below, and God in heaven above, to exclaim: Blessed is International Rotary.

Note.—The foregoing paper, written by Rotarian John Barrett of Washington, Director General Pan-American Union, for delivery before the Tenth Annual Convention of International Rotary at Salt Lake City, was read to the Convention in his absence.

International Mission to British Rotary

Convention Address by Arch C. Klumph

Arch C. Klumph of Cleveland, Ohio, president of the I. A. of R. C. in 1916-1917, and Estes (Pete) Snedecor of Portland, Ore., chairman of the International Committee on Constitution, returned from their visit to the Rotary Clubs of the British Isles, as representatives of the International Association, in time to participate in the Salt Lake Convention. In their reports to the Convention of the results of their mission, Snedecor confined himself almost entirely to organization and administration matters (see his report elsewhere in this issue), while Klumph gave a report of their travels. Klumph's report follows:

I SAILED on April 28 from New York with my good friend, Pete Snedecor, and returned to Cleveland June 10. I was home just one day when I left for Salt Lake City.

It would take too long a time for me to tell you all that I would like of many interesting and historical things I saw in the British Isles. I am only going to touch upon those things which will interest you as Rotarians, and those things which pertain particularly to Rotary.

I want first to say just a word as to the history of this mission. In the year 1916, immediately upon my return from the International Convention at Cincinnati, I set about to make a survey of the International Association of Rotary Clubs. I wanted to find if there were any weak spots in Rotary. I wanted to find if there were any leaks anywhere. I believe my first official duty was to write a letter to Tom Stephenson, the secretary of the British Association of Rotary Clubs, and to Peter Thomason, the president of the organization.

Strained Relations

Gentlemen, that was in 1916, a year before we entered the war, and I presume you all know, just as I do, that there were a great many British people at that time who were unable to understand the position that the United States was taking in regard to our entrance into the war, and as a consequence the relationship was just a little bit strained. I laid the correspondence before the International Board which met in October of that year, and we realized that we on this side were much to blame for the condition, for the reason that we had never sent an official of the International Association to the British

Isles. Our Board at that time authorized me to appoint a commission to visit the British Isles the following spring.

We intended to go in April, but at that time the United States entered the war, which made it absolutely impossible to secure passports. One year later, President Leslie Pidgeon again appointed a commission to visit the British Isles. I remember going to Washington and spending many days there in order to get my passport and I also had my boat passage secured.

Then came the awful western drive of the Germans, as you remember, and we received, just the day before we were going to sail, a cablegram from the British Association advising us not to come, as it would be quite impossible to

you that story again, you just tell them for me that they have got a second guess coming. I want to take this occasion to say (and I have addrest a great many Rotary clubs in my day) that never in my life have I seen such warm audiences, such cordial audiences, nor been received so splendidly and enthusiastically as we were by the Rotary clubs of the British Isles.

To speak merely of those things which pertain to Rotary: First, I want to outline, as I did before every one of those clubs when we began, the purposes of our mission.

We stated that we came to extend greetings from the Rotary clubs of America to the Rotary clubs of the British Isles; that we came to extend the right hand of fellowship and friendship;

that we come to study Rotary, to exchange ideas with them that each of us might be an inspiration to the other in our future work in Rotary; that we came to discuss with them many matters of legislation, of organization, for, as the Chairman of your Constitution Committee has well said, Rotary has grown by leaps and bounds, and we have developt in numbers much faster than our administrative machinery has developt.

Then we stated again that we came on behalf of the many fathers and mothers to express their keenest appreciation for the many kindnesses and courtesies that the Rotarians and the people of the British Isles had shown to the boys in our armies while over there.

You have been quite used to hearing the stories of fellows who

during the war had to sleep in their life preservers when crossing the ocean. Pete and I can't tell you anything of that kind. We went to bed every night with our pajamas on and we slept well; that is, when Pete wasn't sick. There was nothing particularly stirring on the trip over, except that the boat was on fire for three days. We didn't know of it until the end of the third day. While we arrived safely, yet it might have been one of the greatest catastrophes in the history of ocean travel. Fortunately, by stopping up all the doors and windows, stop-cocks, etc., they were able to get the big ship into Liverpool, where she had to lay up a month for repairs.

We arrived in Liverpool on Wednesday, May 7, at 3 p. m. We were met by Lloyd Barnes, the president-elect of the British Association of Rotary Clubs, and the officers of the Liverpool club.



International and British Rotary leaders in conference in Manchester, England. Those seated, from left to right, are: Arch C. Klumph of Cleveland, member of International Rotary's Mission; J. Lloyd Barnes, president B. A. R. C.; Estes Snedecor of Portland, member of International Mission; Peter Thomason, former president B. A. R. C. and present president of Manchester Rotary Club. (Photograph by Frederick of Manchester, England.)

travel in the British Isles, as they wanted us to travel. So we met with disappointment a second time. But this year John Poole again appointed a commission, we secured our passports and reservations and then sailed on April 28.

I must confess that when the boat left the harbor in New York and as we passed the old Statue of Liberty I was going away with something of a heavy heart, for I had a great feeling of responsibility.

Received Cordial Welcome

I realized there were forty thousand Rotarians looking forward to our return to learn the success of our mission and how I had been told so many times about the coldness of the British audiences and that they were slow and unreceptive. Let me tell you now, if anybody ever tells

We dined and spent the evening in a conference.

They went right at us from the shoulder with questions. Those fellows were very, very eager to learn much of Rotary and they started in vociferously and kept Pete and me busy until midnight.

The next morning we left for Bristol, accompanied by Lloyd Barnes. This took us thru the northern part of Wales, and I am going to take this opportunity now of paying my tribute to the scenery of the British Isles. I have never seen anything quite like it. It is the most beautiful scenery that I ever beheld, much different from the scenery here because every square foot seems to have been planned by a landscape artist. The scenery thru North Wales was very beautiful.

Ovation at Bristol

We arrived at Bristol that afternoon at 3 o'clock, were met by the American consul and a committee of Rotarians and taken at once to the Royal Hotel, where the British Association were holding their annual conference. Before taking time to even wash our hands, they marcht us into the convention hall.

Those of you who saw the ovation given the foreign delegates here on Monday morning saw something of the scene that was there enacted at that time. Being the first American mission to ever visit them, they went the limit in the way of shouting when we entered the room, preceded as we were down the aisle by the beautiful flags—Old Glory and the Union Jack. We were welcomed by Andrew Home-Morton.

That night we were given a reception by the Lord Mayor of Bristol in the Art Museum. I think this was the first opportunity that Pete and I ever had to see some of these distinguisht and titled gentlemen in their full regalia.

The Lord Mayor delivered a very warm address of welcome to the American delegates and when he had finisht he called upon Snedecor and me to respond. We must have done it fairly well, because the Lord Mayor has askt me to send him an autograph copy of a portion of my address, and I told him that I would make a trade with him, that I would send my speech if he would send me his autograph photograph in his knee pants, and he agreed.

Attend British Conference

The next day we attended the conference of the British Association. We found it very interesting. On the second night we attended the big banquet of the British Association, at which were present the Lord Mayor of Bristol, members of Parliament, the American consul, and other distinguisht people.

There is one other thing I wanted to speak about in Bristol. That was a monument erected to the memory of Edmund Burke. I speak of that because Edmund Burke was a member of Parliament in 1776 and he was the man who defended the action of the American colonies so strenuously at that time. It was rather pleasing to me, an American, to find there in Bristol a monument erected to the memory of Edmund Burke.

You know Pete and I made up our minds that we would stay away from that 1776 stuff while we were over there, and we kept away from it very religiously, but at fully half of the banquets we attended the British people themselves spoke of the 1776 history and spoke of it very feelingly and very beautifully and in such a way



Parade at Manchester, England, in celebration of Memorial Day, May 30, 1919, in honor of American soldiers buried there. Parade was led by the Lord Mayor and Lady Mayoress and participated in by Rotarians.

as would have commanded your respect and admiration as it did ours.

At the same place was a monument on the spot from where John and Sebastian Cabot set sail in the good ship Matthew in 1497 and at the end of that voyage became discoverers of the North American continent.

The next day we went to Southampton and remained over Sunday with the secretary of the Southampton Club, Rotarian Greer.

At Southampton we saw the monument standing on the spot from where the Mayflower sailed in 1620.

The following Sunday the Mayor of Winchester entertained us by showing us his historic town. We visited the old Winchester Hall, built in the year 1066, in which the English Government held Parliament for four hundred years.

Then we were taken to the wonderful Winchester Cathedral. You perhaps know something of those wonderful windows in those English cathedrals—about seventy-five feet high and thirty feet wide. There was one place where the window was entirely out and the guide said, "I want to tell you the reason for this. That space is being reserved and a wonderful window is now being made which is to be a memorial to the boys of the American army who lost their lives in this last great war."

Brighton, London and Portsmouth

Then here we stood beside the bronze caskets of the six old Saxon kings who reigned in the eighth and ninth centuries. And then we saw the oldest house in Winchester, built in the year 900, and still in a splendid state of preservation.

Monday, May 12, we were in Brighton and saw many interesting things. The Rotary luncheon was a very enthusiastic one and well attended. We were introduced to the Rotarians as we went in. The Mayor of Brighton sat on my right. We went thru the old palace built by King George IV about two hundred years ago, a wonderfully beautiful palace, now used as a hospital and occupied by limbless British soldiers. We walkt up and down the aisles between the boys on the cots, a touching sight, but they seemed to be happy and cheerful.

That afternoon we left for London, arriving on Monday, May 12, at five o'clock. We took dinner with the officers of the London Rotary Club and spent the evening in a Rotary conference. The next morning, in company with President

Pike of the London club, we went to Portsmouth. We were taken at once to the City Hall and greeted by the Mayor of Portsmouth, and then, having about an hour's time, we were taken on the Admiral's launch (a little launch that was used in the Zeebrugge affair) to visit the "Victory," that celebrated flagship of Lord Nelson's when he won the famous naval victory at Trafalgar.

At noon we attended the Rotary luncheon given jointly by the Portsmouth and Gosport Rotary clubs, and I must say that our addresses on Rotary were splendidly received.

We went back to London, arriving at six o'clock, just in time to attend the big banquet given by the Rotary Club of London. This affair took on an international aspect. At the head table were seated many Rotarians from the British Isles, we two American delegates, and a delegate from the Rotary Club of Havana—Cliff Stapleton—who was at Kansas City and who presented the London club that night with a beautiful Cuban flag.

The next day we attended the regular weekly luncheon of the London club. We stayed in conference with them on Rotary all that afternoon and evening.

Then Over to Ireland

The next day we left for Dublin, arriving about five o'clock in the afternoon, and were entertained at the home of William Findlater, a very prominent Rotarian.

At seven o'clock that night we were entertained at dinner by a distinguisht Irish citizen, Sir Harold Nutting, Baronet, whose house is perhaps one of the finest, if not the finest, in all Ireland.

The next day we spoke at the noonday luncheon of the Dublin Rotary Club. It was an unusual luncheon. There was a hotel strike on. No hotels were open, and we had it in Woolworth's Ten-Cent Store. For our meeting we had to go down in the basement in the billiard room. I told the fellows that I had spoken to Rotary clubs in church pulpits and places of all kinds, but I felt more at home talking to them over a billiard table than any previous place. This meeting was presided over by John Sheridan, who attended the convention at Buffalo in 1913.

We left at three o'clock and arrived at Belfast at five, just in time for the evening banquet given us by the Belfast Rotary Club. This was one of the finest evening meetings I ever attended. There must have been four hundred people present, including the ladies. I never saw a hall so filled with American flags in all my life. The American consul and Mrs. Sharp were in attendance. Rear-Admiral Wilkins of the British Navy, the president of the Chamber of Commerce, and many other distinguisht visitors were also present. The meeting was very enthusiastic and successful and I never heard more friendship poured out toward the United States than we heard there that night.

A Joke on Snedecor

The next day we were entertained at luncheon by the Lord Mayor of Belfast at his beautiful count.y place.

Hugh Boyd is the president of the Belfast club. He attended the International Convention in Buffalo several years ago. Mrs. Boyd said to me that night, "I am going to bring my little Chesley down to the boat tomorrow morning. You know our little boy, four years old, is named

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Capital, Labor and the Public

Convention Address By Dr. Henry Suzzallo

WE have been facing two of the most conspicuous problems that have ever confronted the American nation. The first of these is the problem of adjusting our international relations with the other countries of the world. The second of these is the problem of regaining an American solidarity which we have in part lost.

It is the second of these problems which is of primary concern to us at this time. It is the problem of the relation between the employer and the employed, and the point of view which we must assume at this time is the point of view of the public good which includes not merely the interests of the two groups concerned, but in a spirit true to the American Constitution, the welfare of every man, woman and child in the American Commonwealth.

The problem can never be solved from a viewpoint any less wide than that. The public interest must be paramount in any policy which attempts to solve the difficulty and the conflicts of this situation, for all classes and all individuals are consumers, but all are not producers.

We have had a great deal of alarming talk upon this subject. There has been the threat of revolution voiced by the more apprehensive. When we look back upon the Civil War, having already had one division in this country, the moral issues of which could only be solved by conflict, we realize how easy it would have been if we had spent our time in mutual understanding, if we had devoted our moral character as citizens in this commonwealth to a resolution of those issues, to have avoided that great conflict.

How to Solve Problem

The thing for us to do at this present time, tho I myself feel no apprehension about the future, is to go back thirty years before the Civil War and realize what might have been done; and then realize that with reference to this second situation, a situation which divides us not vertically into territories, but horizontally into classes, how to exercise that character, that intelligence, that devotion to American principles which will resolve any quarrel and bring us to American unity.

My friends, we must realize that much of our difficulty has arisen because we have lost our tight-hold upon American principles. The first thing to be said is that in the United States of America, under our constitutional guarantee, is fair discussion and general suffrage. There is absolutely no reason why an individual or a group of individuals should not, if his cause be just, in time gain redress for every grievance.

Our society is made up of groups. It is in a sense made up of classes, but groups and classes in America are transient and not permanent. Our classes do not become castes and a man born at



the economic bottom in one generation may, before the close of his time, be at the top of the economic group.

The one thing which is guaranteed by our social system is the guarantee of equality of opportunity, and the man who has character and the man who has intelligence may enter at the bottom of the public school system and rise to whatever level of workmanship and social position that his character and intelligence warrant. We have no oppressive caste system in the United States of America.

Person Not Social System to Blame

My own father was a foreign immigrant, scarcely educated because an education was not a privilege in his country. Such education as he got he received as an adult Americanized citizen. His son, born in poverty, with nothing but the equal show and the character which a pioneer and industry could give him, could start at the bottom of the educational ladder in the kindergarten and in one generation could at last come to head a university.

I say to you that no foreigner who comes to this country has a right to blame his failure upon the social system of America.

It is the easy way out, in the transient decay of individual character in some places, for us always to assume that our lack of progress and mistakes are due to the other fellow and the social system rather than to ourselves.

It is well enough for us to deal with social reform, to be tender with the individual and to try to make the social system better, but when I am thinking of myself rather than of the other fellow it is safer in terms of moral character to think that the whole game depends on me. That is the strength of American individualism. That was the attitude of the people who established this particular republic.

Alien Adults the Problem

Our great problems, therefore, are to be found in the fact that in the United States we have brought in so many adult foreigners whom we cannot Americanize in the usual way because their childhood has not been spent in our schools and no adequate provision has yet been made to educate them as adults.

What is the result? The result is a very interesting one. The result is this: That men when they are flexible up to the age of the twenties, born under the oppression of a different social system, make their philosophies and their attitudes while they are young. They build up a hostility towards certain forms of government and society, and when they come to the United States in large numbers, their philosophies are made, their prejudices are cast and the result is that you have preach in the United States by certain radical leaders and re-echoed by a foreign mass, doctrines which, while appropriate to Germany, and appropriate to Russia, are absolutely unfit as interpretations of American life.

The great problem on the constructive side in America is not to worry about the children of the immigrants or about the American born of American loins, but how to educate adults who have no leisure to go to school, whose minds

have past the flexible stage, and whose souls are already chuckful of social protest. And social protest does not fully meet Americanization. That is the largest problem we have.

Waves of Ultra-Radicalism

It is the human background of the economic problem. If our labor class were completely Americanized, there wouldn't be any trouble about finding common ground and there would be no difficulty about settling disputes and controversies, because there is an American way, there is an American rule, there is an American spirit of give and take and fair play which will lead men to compromise when they cannot come together upon common principles.

Our business is to recognize that the things which are threatening our situation today in terms of an ultra-radicalism which does not fit American conditions have come to us in two distinct waves.

The first wave of radicalism came to us in the form of Marxian socialism. Where did it come from? It came from Germany, where the man at the bottom never had a ghost of a show to come to the top. It was an appropriate protest against a social system which did not give men equality of opportunity.

But where did the second wave come from? Was it more radical than the first wave? It was, because the conditions were worse in the place of its origin. It came to us in the form of a sort of bolshevism born of Russia, worse than Germany in condition and, therefore, worse as a radical philosophy of protest.

Danger from Immigration

Who dares to say that in the United States of America a protest theory on social conditions born in Germany or born in Russia has any fit qualities to solve the American problem?

One of the very first things, therefore, that we have to lay in the background of our minds is that we are fighting the impenetrability of foreign doctrines, and one of our constructive problems must be to hold back the tide of ignorant foreign immigration until we can assimilate what we have.

It is far better for us to pay a higher wage for scarce labor which is American and is contented and cooperative, than to pay a low wage to the unassimilated foreigner who is discontented and disrupted.

It is not only sound politics, if the American institutions are to endure, but it is sound business, because there will be greater profit in the end.

We are singularly shortsighted.

I recall speaking to some friends not long ago about some of the apparent conflicts between liberal education, which is general, and vocational education, which is specific.

There is no conflict between those two kinds of education. One trains a man to be a man. It trains him for the common obligation of the common lot and the common life. Every man is a member of a family, a neighbor in the community, a citizen in the nation, a member of humanity, and he must be trained for the appreciation and the execution of his obligations.

The other kind of education is the education which specializes a man to one thing. We all have these human obligations, but only a few of us are butchers or bakers, candle-stick makers, doctors, lawyers, or merchants.

Specialization Has Drawbacks

A man said to me on the train yesterday that he didn't believe in a college education because he found that when the men went out of college into his business they weren't trained for his business at all. Why, of course they weren't. The business of the common school system is to make a man first and a workman afterwards.

I want to say that the more men are specialized, the less you get rid of the need of a general education, because no matter how they go about it, specialization means locking a man in and he can't appreciate what the fellow on the left and the fellow on the right of him are doing.

The more you specialize men, the more you have got to tie them together in common appreciation. Otherwise, the nation will fall apart in human bricks and mortar that cannot stand the common strains of political life.

The finest thing in Rotary is the liberal education it gives men over and beyond their fields. It is to my mind one of the greatest educational institutions for the American adult, and five years of such exposure on the part of the foreign immigrant would do away with the whole trouble.

Revolution Has Had Its Time

What I was coming to was this: The great problem today is a problem primarily of general education, the Americanization of all the elements in the community, so that we know not only the great economic principles, which can be disobeyed no more than the law of falling waters, and that we understand the political methods which are guaranteed by the American Constitution.

Men come over here and say that the way to solve the problem of capital and labor is on the theory that there must be a class war, ruthless and without principle. They are preaching a doctrine which absolutely has no place in American life.

Revolution had its place; it had its time. All the way up from the beginning of history, men had the aspiration for a higher civilization and the love of liberty in their breasts, and tyranny, I care not in what form, the tyranny of one, the tyranny of few, or the tyranny of many, each repress the free man.

From that moment in human history when men could not enter into fair discussion, when they could not redress their grievances, when there was no constitutional guarantee of personal right and privilege, when there was no equality of opportunity, when there was no widespread suffrage and long suffrage, when men had no political highway for their aspirations, they, of necessity, had to revolt, and thru revolution set open the great highways of civilization.

Way for Reform Provided

But the time for the glorification of revolution ended in America in 1776, in the Constitution which was the product of that great war—a war not against England and the British Empire, but a war of progressive Britishers against Stamp-Act Britishers, a war of English Colonials against an English King who did not meet

his obligations—and there were written in new terms the things that the Anglo-Saxon constitutions had guaranteed, written in the form of an American Constitution. It guaranteed fair and rational discussion in terms of freedom of speech, the right of petition, the right of assembly, and finally the suffrage widened.

Those men who seek, under the guise of economic wrongs gaining redress, to plunge this nation thru their accidental coercive power into anarchy are men of one or two types: First, they are not considerate enough of their fellowmen to make a fair discussion of the matter and to leave it to a majority vote; or second, they are too fanatical, unsympathetic, if they happen to be right, to wait for the processes of logic and education to operate so that the right minority view at last becomes the majority American opinion.

Anybody who has a just cause in America has only to argue that cause patiently, and in time the moral sense of the American people will respond and the man who is right with God and in the minority will have his wishes and his aspirations recognized by the whole of the American people.

I merely speak of this to give a background for the discussion of our economic questions, that they are created largely in their present coercive form, in their present anarchistic tendency, by the adult foreigner entering in large masses unassimilated and uneducated, with the doctrine in the countries from which they came.

Program of Action Outlined

That is not all the trouble, but I regard it as basic; and second, that there is no place in American life for the glorification of revolution. It was glorious until we got the American Constitution. It has no place from now on, and American public opinion must be firm enough and strong enough to stand up and say there will be no revolution in America. We will give you a hearing, we will give you a vote, we will give you the American way of settling things, but the right to revolt we will never grant you for a single minute.

We will get nowhere unless we keep those two fundamental factors in mind, and our constructive program in dealing with certain unfavorable conditions must be as follows:

First, to stop immigration and to assimilate what we have; it is best to pay for it in dollars than to make the American Constitution the price; a legitimate force of the American nation to stop the use of coercion and force in the element of economic disputes. A man has no right to appeal to force, to apply the instruments of violence, to violate the spirit of fair play, to settle an economic dispute any more than he has to settle a personal dispute or row.

Must Evolve Industrial Code

Our country, based upon Anglo-Saxon traditions, must evolve an industrial code exactly as in the beginning of our history we developed a criminal code and later a civil code.

If you study the origin of the great codes of the British people, you will find this is true. When the rows of two people or of two groups of people came to have more consequence for the disinterested neutrals than they had for the two contending parties, then the public stepped in and said, "This is not your private row; it has public consequences; it is of concern to us; you must obey the code laid down by the public."

The time has come exactly as in the beginning with the criminal code and with the civil code—the time has come when the rows of capitalists and laborers are of more consequence to the public than to the contending parties, and we must step in any say, "We will find the common principles of conduct and you must obey them because if an individual is less important than society as a whole, any class or minority is less important than the American national as a unit."

Public Opinion First Step

There must be the gradual development of an industrial code. You can't develop it suddenly. We found that out during the war. It is absolutely essential for us, before we make a machinery, to develop a public opinion behind that machinery.

I want to warn this assembly of Rotarians against an easy solution of the problem of the employer and the employee. The man who knows human history knows that industrial codes are not made over night. For years I have been a student of this question. For the last two years, I have been immerse in almost every industrial trouble on Puget Sound; I have dealt with them for the Government at Washington. I want to tell you that the one thing we must keep in mind is this: That every law, I don't care how large the legislative majority is that passes that law—every law in a democracy is a dead-letter unless there is a public opinion behind it to enforce it.

The Constitution of the United States is not a thing written on paper and safeguarded at Washington. The real throbbing, living, pulsing, forceful Constitution of the United States is that abstract truth of the Constitution written by parents, written by school-teachers, written by wise political leaders in the hearts of the American citizens.

A Living Constitution

When the people in America have the values of that Constitution as an ideal in their souls, loving a thing so much that they will defend it forever, and hating an aggression against it so keenly that they will not permit the Constitution's sanctities to be violated, then you have a real Constitution and not until then.

They wrote the American Constitution in the Revolutionary War of 1776, and then the record was written down in 1789. In economic questions you must do the same thing. Make your fight to form public opinion. Make your industrial code sound in your economic thinking and in your own personal business. Make a Rotarian public opinion and as citizens among Americans make an American public opinion which is sound and founded upon industrial questions, and the Constitution, which is a record of that opinion, will be easily written.

Don't get the cart before the horse. Find out what the solemn principles are that apply to the settlement of economic disputes, and then make your laws and your instruments for conciliation and arbitration afterwards.

What do you find on Puget Sound? In that case the principles are not clear in the public mind that it is very, very hard to convict a man of a criminal offense if it is mixed up with an economic question, because where public opinion has no principles of common acceptances, the men on the jury and the public opinion behind that jury being divided, you can't get a verdict. Do you see what I mean? The law is

a dead-letter because the law is not a live devotion on the part of the people.

Principles of Right Dealing

Your chief work at this time is to lay down the principles for the proper solution of this question and to try to create a competent public opinion, and if we can agree upon some common principles, then we can proceed to educate the American people on them.

What are some of these principles for dealing with a settlement of economic disputes? We will divide the whole field of labor controversy into three large fields. In the first place, there are certain questions where the interest of the employe and the interest of the employer are absolutely coincident and all that we have to do is to educate the people to see that coincidence of interest.

To illustrate: We have to educate the employe to see that if he slows up his work, he is decreasing the money in the general reservoir of prosperity and he is going to get less for that in the end. You can't get anywhere by decreasing the general prosperity. Let's all work for prosperity as one man, not quarrel over prosperity, but confine our quarrel to the division of the prosperity that exists. That is the principle which should be kept in mind.

The employer must likewise realize that there is a coincidence of interest between him and the contented employe. We know that a man with cheerful emotions, if there is no restriction upon output, is a better workman than one who is discontented. That is a law of psychology which can be readily verified.

We must know that a healthy employe, working under safe conditions, is an employe not only in the common sense of the term, but a better protection to his family and a better workman for his employer. These are some of the common grounds.

No Dead Level of Mediocrity

We must allow men who are worth twice as much as other men to cash in their superiority. We cannot have a dead level of mediocrity. In the long run, personal justice is at the bottom of our sound system of institutions. We must educate our men in economic factors such as these. We must educate America to appreciate that in social engineering you can't violate the economic laws.

Supply and demand have something to do with the question, altho they ought not to be allowed to operate so ruthlessly. Labor is subject to some of the laws, just as investments are, of supply and demand, but labor is not a commodity. Labor is a human thing and must be treated human.

Second, there is a series of questions which are grounds of dispute, which are never to be settled merely upon the basis of mere economic profit. They are questions of such deep concern to the public, regardless of the employer and the employe, that there is only one way to settle them and that is for the public to intervene and out of its sense of moral righteousness lay down a dictum.

There is absolutely no place in American institutions for child labor. There is absolutely no place under the American system for the maintenance of unsanitary and inhuman conditions of work. These are matters of fact; let the scientific men determine whether or not they exist and then let the moral will of the American

people wipe these evils out. They are not labor questions; they are questions of American morality to be enforced by public opinion.

Third Group of Questions

There is a third group of questions where we are not agreed and where it is essential for us to know how we are going to deal with them without disrupting ourselves.

One is the question as to how long men shall work. We don't know whether it is eight hours or nine hours or seven hours. But we do know that every man in this world is entitled to a certain amount of recreation and the American people are unusually willing, in the long run, to recognize that and see every man's right to spend a little free time with his family and his neighbors and to refresh himself for the labors of the morrow, but the American people haven't any patience with the idea that work is an evil and something to be avoided.

The men who know the most about human nature say that in little children the instinct for workmanship is almost the most fundamental thing about them.

When men hate to put their hands to creative and constructive tasks, you can be sure that something has gone wrong with those human beings. Little children are forever active. They are so active that adults can't keep up with them.

Normal to Want to Work

The normal thing for children and for youth is to be doing something, and the man with a healthy constitution, a robust morality, wants to put his hands into the world and be a contributive and a constructive force. Let the day be long enough for men to become constructive without being exhaustive.

Let us use men in the labors of the world, employer and employe alike, but let us remember that there is a big difference in industry between using coal and iron and coke and wool and cotton and using men. Coal and cotton and iron and wool you may use and use them up, but men you may use, but you may not use them up. Each individual life is so sacred that, snuffed out, it cannot be replaced, and something of that tender consideration for the individual must enter into our business life. The man who does not have that in his point of view can never be a contributive leader in the solving of this great question.

I would not have men become so idealistic that we cannot operate under practical conditions with them. I would not have men so optimistic that they let go their hold on realities and become dangerous optimists in thinking about the things that ought to be. I would have every American with his eyes on the stars of idealism but with his feet upon the earth of reality.

I would have men recognize that the best way to arrive at the practical harbors of social reform may be to follow stars that they will never reach, but after all the arrival must come by long and patient walking or by long and patient sailing of the seas. The journey of humanity toward better things is not one long jump. It comes with the discipline of holding to your purpose and achieving it a step at a time. It is the process of evolution that will right our wrongs, and not the process of revolution.

Another thing in our constructive problem is to recognize that you cannot have one set of rules for one set of people and another set of rules for another set of people. We have a curious way, in America, of making our laws after the trouble starts. When the capitalists proceeded to misrepresent the stockholders, we made them incorporate so that the stockholders could have something to say about the running of the business.

You and I are like stockholders in many a large corporation. It isn't our fault usually that labor is abused. It is because the men who represent us, who manage the business, get too dictatorial, and somehow we must have a system of stockholder representation by which we can pull them into line with our desires.

Seat of the Trouble

There is nothing radically wrong with capital. The wrong is with the management of capital's interest, and so I would say to you, there is nothing radically wrong with labor, generally speaking, the trouble is in the same place today in labor where it was yesterday in capital. The stockholders were all right, but the managers were all wrong. Labor is all right, but the managerial labor leaders have often gone wrong, just as have the managers of capital.

You know what I think? It seems a daring thing to say, but there was a law put into the last Washington legislature which wasn't past, but I think it would have done a great deal of good if it could have been past with public opinion behind it. Do you know what that law did? It practically did to labor what the previous laws did to corporations. Not one law for human beings over here and another law for human beings over there, but all Americans under one law.

They asked to supervise the voting of labor men on labor strikes. I believe that a great many of our strikes would never be called if the real sentiment of the average laborer was allowed to register itself without fear of coercion. It is a good deal sometimes in labor politics as it used to be in American politics, get in the back room, lay out the policy, and bring the rest in line. We have gotten rid of that to a large extent in American politics and we will get rid of that in American industries.

I speak of that because there is nothing that I fear more than two sets of laws for two different classes in the American Republic—let there be one law for all, applied with equity to common disputes, treating every man as a human being with certain constitutional rights which cannot be abrogated.

Where Principles Are Not Clear

I would come to the third field of labor disputes, and I would say that there are some questions that never can be settled upon principle purely conceived and agreed upon.

There are certain principles of common interest between labor and capital; there are certain principles of common morality which the public must enforce, such as child labor; but there is a third series of disputes, largely questions as to working conditions and as to how the profits shall be distributed, where there is no clear principle to tell us just how much the brain power of the merchant or manager earns, just how much the interest return of capital should be, and just how much in proportion should be received by the work of men's hands.

I would like to have anybody show me that there is a clear principle for the subdivision of profits to those three groups for their contributions—those three groups of contributors. It is perfectly ridiculous to say that labor contributes all; nothing could be more silly and I am surprised that people hold that belief. How shall we settle these questions where there is no clear principle?

The best way to settle them is according to certain established modes of procedure long sanctified in American life. The first is thru fair discussion, thru absolutely fair discussion.

Fair Discussion vs. Free Speech

I wish that we hadn't talked so much about freedom of speech, but had talked more about fair discussion. What is the purpose of freedom of speech? To get your views and your troubles out so that the other fellow gets them. What is free speech for you after you have slapped the other fellow in the face and blinded him so with anger that he can't hear your argument. What good does free speech do then? The American people ought to interpret free speech from mere personal experiences into the doctrine of free and fair discussion.

I would say that that involves immediately a recognition of the principle of collective bargaining. I know a great many employers don't want to recognize the principle, but I believe that collective bargaining on the basis of fair discussion is a sound American principle. What would happen to you if when you sent your lawyer to argue out your dispute with the other man, the other fellow said, "I want to talk to you; I don't want to talk to your lawyer?"

Why does he want to talk to you? Well, he is all worked up about the way the law stands himself, and he knows all about it and he thinks that you are nice and innocent and ignorant and he doesn't want to give you the privilege of protecting your interest with a representative who knows the law and can protect you. Would that be fair?

Talking It Over

Your men in the works are dealing with you upon the basis of great economic laws and economic principles. You have been dealing with economic forces as an employer for a long time. They send a trained economic representative who knows economic facts and factors in the method of bargaining, and you refuse to meet their economic lawyer. Do you think that is fair? Haven't they the right to brain power to defend their interests? Haven't they the right to specialists' service? I believe it is un-American to refuse to deal with the chosen specialist representatives of labor.

I have said nothing about the open and closed shop, but I am merely pleading for the right of collective representation thru a competent representative and for coming together with your feet under the table and talking your troubles over.

It has been my experience during the last two years that if you could get both parties together around the table ninety per cent of your trouble had gone. The longer they stay apart, the more days they are separated from each other, the more things they say about each other than can't be recalled, the more feeling of bitterness against the other. It is almost a law that the longer men have talked against each other without seeing each other the harder the thing

is to settle. If I would give you a bit of advice as to the quick way to settle disputes, I would say, "Spend the money and send the man—the fastest messenger you can find—to get the two groups together without a moment's delay," because you know it is human nature that you can't feel as mean about a man that you see as you can feel about him if he is away off over there where you can't see him. There is nothing like an eye-to-eye hold upon each other to bring about mutual respect and tolerance.

I want to plead for another thing, not only for the quick bringing together of both sides, but I want to plead for the principle of fair play and the open mind. The employers live so much to themselves and the employees live so much to themselves, that each works out a theory of the other fellow which is only about half true most of the time. When you recognize that they are human, just like yourself, and you have an open mind to hear their story and see their difficulties, you find yourself mellowing, you find yourself becoming willing to do more for each other in the spirit of American fair play.

I want to plead for another thing in the settlement of economic disputes. It seems like a very curious question. I want to plead for more gentlemen in economic hearings. You know we Americans have become such ultra-democrats that when we threw over the king and when we threw over the nobles, we threw over good manners. We are ashamed to be a bit refined. We are afraid of courtesy, but I want to say to you that there is nothing that the American people need more than a little more courtesy.

Let me tell you what I mean. There was a dispute in the Cereal Mill Workers' section when they were loading flour for the soldiers in Italy. I talked with a labor leader in the afternoon, and he abused me—abused me like a pickpocket because I didn't agree with him. You know whenever the other fellow disagrees with you, he is always a lower kind of animal. Now the important thing to remember is this: You ought not to think so, because it isn't necessarily, thru your thinking so, true, but if you do think so, be gentleman enough to hide it and not let it come out.

Understanding Each Other

This man was so strong in his language that he slapped me on the face, and I saw red. I could not hear his argument for fully five minutes until I got cool. Then I listened to him. My mind opened up again, not because he opened it for me but because I pulled it apart, got rid of my anger and let my mind open free. When we got thru he and I understood each other so perfectly, because I had been a gentleman with him, that at the close we practically agreed as to how the whole situation should be settled.

And I remember that night very distinctly. They wouldn't talk to each other, but they would both meet me. That was one of the silliest things that I have ever heard of. They couldn't help but hear each other talk, they were in the same room, but they both talked to me.

It is funny what peculiarly inefficient prides we indulge ourselves in in this matter of economic disputes. But I didn't worry because I knew they were all hearing it and the first thing you know, these men who on the outside had abused each other to me until I thought they were all economic devils and social autocrats, came in and

spoke politely to each other and everything went splendidly.

One of the biggest insurances for the settlement of disputes when men come together is a spirit of fair play, but if you are too wrought up and depressed and troubled and so excited that you can't absolutely give fair play, be as courteous as you can so that your mind will be as open as possible to the argument of the other fellow. That is what courtesy is for.

Courtesy and Parliamentary Law

Courtesy is to oil human relationship so that things get across smoothly. So I plead for ceremony and courtesy in discussion.

That is what parliamentary law is for. The greatest gift of the British Empire to the world has been parliamentary law. Parliamentary law, good manners, are nothing but a series of devices. What for? The devices are ceremonies, forms, manners, which Americans frequently think are unnecessary, all built to let the good in you slip thru and grow and the bad in you hold back and be repelled. Did you ever realize that? How many times in the history of discussion, when the house has been in wild tumult, has the motion to adjourn been made. It is undebatable. It stops the talk for two or three minutes so the leaders could get hold and bring everything back to calm.

You never can get as wild and radical when you are dressed up in your best clothes as you can when you are in your common, ordinary garments. You can't get as excited in a high hat as you can at another time because you have always got the apprehension as to how ridiculous you would look if you wagged your head too hard and it came off.

That is rather a crude suggestion, but I wanted to put it in such a way that it would stick in your minds. There isn't anything more important when you are in the presence of the man whom you don't understand, whom you may not like, whom you cannot agree with, than to be a perfect gentleman, because a perfect gentleman tends to keep an open mind.

Don't Compromise Principles

Fair play, open and fair discussion, courtesy—courteous treatment of the opposition—never compromising with a principle that is accepted by the whole of the American society—but don't think it is necessarily a universal American principle because it is a principle accepted by your class.

Some men think, when they have worked out a principle, that somehow it has belonged to God. There are certain groups of people in the United States who think that when they have worked out a principle universal to their own class or group that it is a principle which has complete American, and perhaps divine, sanction. Don't compromise on a principle that has been settled in human history as good for all humanity. Don't compromise when men in the American Republic try to break down the will of the majority by coercion and by force.

When it is a question as to how much profit each shall receive, learn the great lesson which our political ancestors have handed down to us, the greatest political compromises in the world developed thru them. But they didn't make immoral compromises. The British know how to compromise when the other fellow's argument is just as good as his own.

Fight for principle, compromise when prin-

ciples conflict and there is no clear line of guidance and then enter into a contract. And the next big task we have in economic disputes is to revive that ancient code of honor held as a creed from the beginning of time and that is this:

Men live together only because men accept the common principles and their words are as good as their codes of honor.

Sanctity of Contract

The sanctity of economic contracts between employer and employee must be kept by both sides to the agreement. A contract does not merely bind one person.

The contract, because you are dealing with human services, should be liberal and fairly interpreted in the spirit rather than technically and legally interpreted. Every man in the world knows when you are beating him with a technicality. You may get the judge, but can't fool the fellow; and the average man at the bottom of the pyramid will feel it just as keenly when you beat him technically as when you beat him spiritually.

Then I would say the best way is in every industry and in every community (and later we may hope that in every district and perhaps later in the nation at large) we may set up boards of conciliation rather than boards of compulsory arbitration. I have sat as the neutral judge on many an arbitration board and I don't believe that there are enough people yet developed in the United States to make good neutral members of arbitration boards.

I don't believe that you can get a compulsory arbitration board to work until you first develop a body of public principles behind economic disputes, and second, until you develop a liberal body of citizens, either upon one side or the other, to be the spectators and to determine

fair play and until out of that body of liberals you have developed enough economic leaders who can be impartial and who may be chosen as judges.

Rotary's Work Pointed Out

I believe we have got to evolve. We have got to begin with mediation and conciliation and some day when we are ripe in experience and have achieved a certain solidarity of judgment, we will develop a court of arbitration dealing with the industrial code exactly as with the civil code.

The main work of Rotary then is keeping in mind these elements in the labor problem:

First: To make a public opinion among yourselves. Second: To conduct a campaign of education throughout the country. Ethically you are the best selected group in the United States to exercise fair play in this matter because you have been reared under the ethical code of Rotary, because you have been educated to full appreciation in Rotary, because you are dominated by the spirit of service rather than selfishness and because you have shown that you are all pure Americans.

Let Rotary, therefore, conduct a campaign of education along the following specific lines:

First, to eliminate immigration.

Second, to help develop an Americanization process so we can assimilate what we have.

Third, to pick out those elements in labor disputes, such as child labor, which are more important to the public, and to settle them at hand.

Fourth, to begin to train the American people in a popular economics that the man on the street will read just as he will *Popular Mechanics*.

Do you realize that most of the political questions in America are problems of social wel-

fare and that most problems of social welfare are based upon economic facts? But who is teaching the American people economics? Nobody except a few American university professors teaching a few pick men, except the bad economics, the false economics, the alien economics, the economics of human hatred taught on the soap boxes of the country. What are you going to do about it? Where is your counter-education?

The Doctrine to Preach

Next, we must preach, thru common economic education, that there is a coincidence of interest between employer and employee, that prosperity and productivity is a responsibility for both, that the most intelligent labor in the long run is the best paid, and that the most productive labor in the long run has the highest standard of living; and last, that where we can't get together on how to settle the dispute we can get together upon the procedure for hearing each other out.

This American procedure is in the American spirit. Always meet the man you disagree with; always give him the privilege of being represented by counsel, legal or economic; make the discussion fair as well as free, conducted in the spirit of the open mind and make it courteous if you can't make it completely fair.

Then set up machinery for mediation and conciliation in the hope that in a half dozen or a dozen years we may finally work out an American industrial code with one law for all classes as in the spirit of British and American traditions there is one law for all individuals.

Note: The foregoing was delivered as an address before the Tenth International Rotary Convention at Salt Lake City, Utah, June 19th, 1919. Dr. Suzzallo, honorary member of the Rotary Club of Seattle, is president of the State University of Washington.



Joe Hahn of Chicago and Indian baby at Saitair.



Rear view of Guy Gundaker of Philadelphia.



Rufe Chapin and Franz Brzeckowski of Chicago on porch of abandoned shack on way up Pike's Peak.



Bill Bernard of Highland Park and Charlie Weeks and Pete McInnes of Detroit on way to Convention stopping for trip thru Garden of the Gods.



Russell F. Greiner of Kansas City.



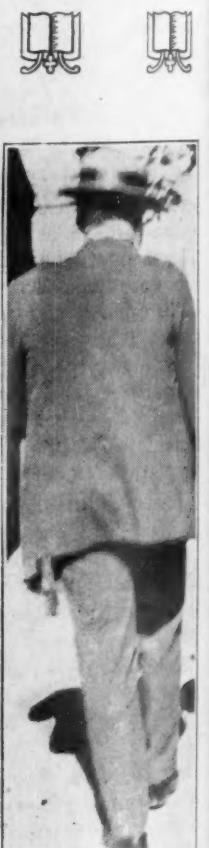
James O. Craig of Chicago, new governor of District 12.



Bill Graham of Detroit (and wife) feeling all in on top of Pike's Peak.



Gus Spong of Portsmouth, Va., and Miss Harriet Rhodes of Atlanta.



Charlie Victor of San Francisco, going away.

The Day of Nations at Salt Lake

Responses from Canada, Britain, Latin-America, United States.

BY W. H. ALEXANDER, EDMONTON, CANADA

If anybody had ever told me that I should have the privilege of speaking in the great Tabernacle of Salt Lake City, I would have considered that they were neither prophets nor the sons of prophets.

I am going to make bold to say that there are a good many of you here who don't know much about Canada. I would like to put before you, just in a word, if I can, the immense size of that country that I represent.

The continental area of Canada is larger than that of your great country. I will take one province for a single example—my own, the one I know best, the province of Alberta, which is twice the size of Great Britain and Ireland. It is larger than our old friend the German Empire, larger than Austria-Hungary as she used to be, and (I will tell you in confidence) considerably larger than the great state of Texas.

People Make A Country

Our government is like yours, only improved. You should know something about that. We took yours as a model. We have our provinces like your states, and our federal government sits in the city of Ottawa. But government and natural resources are only a small item after all, perhaps. It is the people in a country who make the country what it is.

I don't believe that I need to say much to you about our men. The record of the Canadian Expeditionary Force is written on the pages of history.

All this is a fine story to tell from one side, but what about the other side? Just think of the cost. Out of our country of 8,000,000 men there went forth 450,000 soldiers to battle, practically every one a volunteer. They went not because they had to go but because they heard the call of the old mother across the water and that was all they needed, and they left many of their number there.

Fifty-five thousand Canadians lie under white crosses in Flanders' fields and in Northern France. If you had to pay a debt like that, your army would have numbered 6,000,000 and there would be between 800,000 and 900,000 American boys lying dead across the water. I thank God there are not, for your sakes, but don't forget us. We have paid a price and a heavy price thru these long four years and a half.

Canada's Labor Situation

Besides these, there were the Canadian women. I must say a word for them. "They also serve who only stand and wait," and waiting in war time is a hard business.

I have told you something of our people. We will let it go at that. I just want to touch on one or two problems.

The first problem is something that you already know all about, and that is the very extraordinary strike which has kept so many delegates from Western Canada at home when they would just love to be here. I have tried hard to fathom that strike so I might give you no false impression of it.

There is nobody who has more respect and

esteem for labor than I, but despite that, I must say that we all feel that at the bottom of this strike of ours lies a distinct menace to all constituted government, a menace the size of which you can hardly gage at this distance, but a resolute, a bitter, and a determined menace.

There is only one thing to be done under the circumstances in our country and that is to rally the forces of order, and in that connection there is a great work for Rotary in Canada.

Of Canadian labor it is safe to say that 85 to 90 per cent is absolutely sound. They want to be Canadians first, last and all the time, but in some mysterious way, just as happened out in your Seattle, they are in the hands of the wrong leadership. It is for Rotary to get them back from these false ideals, to work with them patiently, sympathetically, to win them away from these doctrines which have no place in this free Western World of ours, and bring them back to the paths of law and order. That is our present internal problem.

We have an external problem, too, a very difficult one. You know, we are a nation and we are not a nation. That is to say, we are going thru the birth throes of a nation now and developing national feelings.

Growing National Spirit

Might I say, in passing, that if we wear upon your patience sometimes and try your sympathies, we must ask you to be kind and sympathetic towards us just for the reason that we are like the big boy who is passing into puberty. We have certain vague ideas before us which we are reaching out after; we hardly know ourselves what they are now, but we just know we want to be grown up.

Those of you who are fathers of boys know that boys are hard to deal with at that time of life. I want you to consider us in that light and be kind to us. You see, we are a part of the British Empire, and the question is this: How to establish our national identity and still remain part of the Empire. Because, strange as it might seem to some of you, less than ever is there any desire to terminate our connection with that great Empire.

What our Rotary clubs, among other public voices in Canada, have to work out is this: How we can continue to live under this flag, which is our flag and our fathers' flag, and at the same time maintain our position as a self-respecting, independent nation. We haven't the slightest doubt it can be done. I am not here with any solution this morning, but I know that the men of Rotary type and spirit and intellect are going to solve the problem.

In this sheath of flags here I see three, and to those flags I attach the highest value in the world—old Union Jack, red, blue, and white, Old Glory with the stripes and stars, old Tri-color of France, whose light no shadow of disaster mars.

*"O flags of red and white and blue,
What were this world apart from you?"*

I yield to no man in the honor I do the flag of France. I love your Stars and Stripes. I found under them a wife, and I found under

them an education, and that is a pretty good gift in both counts, but the deepest feelings of my heart go out for that other flag. You know how it is yourselves. It doesn't need to be explained to Americans. The deepest feelings of my heart go out for this flag that I wear on my left arm.

There is a lesson that you can read in flags.

Did you ever notice that flag of yours with its straight channels and its stars in the corner? That flag has always told me the story that it is the straight course that leads, in the end, to the starry glory—a good lesson for men to hold before them.

If you will examine that flag of ours closely, you will find three crosses, and the cross, since that great day on Calvary 1900 years ago, has been peculiarly the emblem of service. I know there is not one of you in this audience ungenerous enough but to admit that England has carried a heavy cross. She has carried a heavy cross and carried it for the benefit of the world. Where that standard has gone, as you know right well, it has brought liberty to the captive and the opening of the prison to them that are bound.

Unity of Colors and Ideals

Just one more thing. Those two flags that stand in the center of the sheath over there have an identity of color, somewhat different in their design, but absolutely no different in the ideals that lie behind them. My dream has always been, since the day twenty years ago when I first set foot in your country, to be permitted in some way to do something, however slight, for the welding of these two countries, Canada and the United States, each of which I love. And I believe that Providence in its kindly way has, in some sense, given me that chance at last by permitting me to say to this great Convention that the world's security and the world's hope lies in the permanent conjunction of those flags.

Peace is what the war was fought for; peace is what every decent man and woman craves; and peace is the thing that is guaranteed by these two flags of power and these two flags of justice. May it ever be the case that

*"Their varying tints unite,
And form in Heaven's light,
One arch of Peace!"*

BY J. E. LLOYD BARNES, LIVERPOOL, PRESIDENT B. A. R. C.

THE message which it is my privilege to send to you, on behalf of the Rotary Clubs of the Homelands of the British Empire, must needs express our profound thankfulness for the signal victory which has been achieved by the Allied Forces in which your sons have stood—and, alas, have fallen—side by side with our sons and the sons of our Empire beyond the seas, in the righteous fight to secure for the world those principles of freedom and liberty which are our common heritage and priceless blessing.

We desire also that our message should express the fervent hope that, before your Convention separates, we may all be celebrating a peace worthy of our victory and of our sacrifice, and out of which peace there shall arise

a League of Nations destined to effect its consolidation and to secure its maintenance.

It is no idle boast to say that in the accomplishment of this great work, the main responsibility will rest upon the English-speaking peoples of the world, and the difficulties and trials which that responsibility will surely entail can be endured and overcome only if our hearts are united in amity and respect born of better understanding and of closer ties of friendship. And we believe that few organizations have more power or potency to beget these qualities than the great and growing Rotary movement in which we are happily united, and which it must be our main object to extend and perfect.

There is for Rotary in each country a great work to be done in our several national reconstruction schemes, but I venture to think that the signs of the times point to the primary importance of the work of forming a closer and more effective Rotary bond of nations.

On both sides of the Atlantic much was done towards this end in those dark days when, by sacrifice borne in common, we were drawn together more closely than ever before; the visits of our President and Secretary to your country last year, and of Arch C. Klumph and Estes Snedecor to us this year, have done much to promote a better understanding between us.

It is difficult to imagine two men better qualified than your two delegates to carry out the work you have entrusted to them; they have added the charm of personality to your fraternal greetings; they have given a stimulus to Rotary here; and they have helped by their presence to make our Conference in Bristol an epoch in our history.

I write on Decoration Day, and American and British Rotary have been privileged, on the eve of the departure of your delegates, to join in your beautiful ceremony at the sides of the graves of your heroes who, having made the great sacrifice, are buried in our city of Liverpool. We hope that the celebration of this day may be made international in character and that wherever an Allied hero lies buried we shall, in this ceremony, be reminded that only in service can the nations be truly united. And if Rotary is efficiently to help in this great work we must confer together as to the best means of developing the international character of our organization without imperiling in any way those principles which have hitherto bound us together, and which know no international frontiers, because they are as wide as human life and as deep as human needs.

Note.—The foregoing message from British Rotary to the Salt Lake City Convention, was read by E. Leslie Pidgeon of Winnipeg, Canada.

BY MANUEL G. VIDAL, SANTIAGO DE CUBA

(Translation by Secretary Perry)

IT IS my honor to offer a few words to the Convention which I find impressive not merely for its size and the number of people participating in it but for its generous and altruistic spirit.

I come from a little city situated in the extreme eastern part of the Republic of Cuba, Santiago de Cuba, a city of about 80,000 inhabitants.

We Cubans feel, with the other civilized peoples, the necessity of carrying forward the banner of Rotary and following its inspiration with faith and love. While friendship and helpfulness to mankind came from the formation of the

first club, they could not remain local, and they have spread to the peoples of other cities, of other states and of other nations of the world. We believe that men should be and will be friends and not enemies and that they should be bound together by the principles and practices of service above self.

Then Rotarian Vidal took up briefly a reference to the problems of Cuba, those of a young nation, those of a country that is developing itself now. He said that in every city in Cuba in which there is a Rotary club, the club stands for the development of the public interest, for the promotion of service, for the welfare of the community and for the greatest benefit of all the people, and that the club is recognized now as a center of influence in each community for the betterment of the community and the betterment of the Cuban nation.

**BY SEÑOR MIGUEL CABALLERO
MATANZAS, CUBA**

(Translation by Secretary Perry)

HE has presented his usual compliments to the ladies and gentlemen present and to the President of the Association, with thanks to you for the compliment conveyed in asking him to address you in English. He says that he knows so few English words that he wouldn't attempt to address you now, but in another convention he is coming back and is going to talk to you in your language.

Mr. Caballero has express his regret that all the clubs of the island are not represented, that there is not the representation here of the entire membership of his club and of the Havana Club and the Santiago Club.

He has been paying a little tribute to the troops, the soldiers and sailors of the Allied forces who have fought so bravely and who have carried thru to a successful termination the war for liberty and freedom in which we are all interested.

He has described to us the impression which he has had from observing our great cultivated fields, our great farms and agricultural industries here and our great factories and other evidences of manufacturing industries. He referred to his visit to the city of Washington, also Chicago, and the inspiration which it is to the people of Cuba to visit this country with its great industries and its great agricultural work.

Mr. Caballero says that it was a rather daring thing for him to come to this great country without a knowledge of the English language, but being a Rotarian, he found himself alongside of and among sympathetic, understanding fellow-Rotarians, and that he was transformed into a great and powerful man thru the friendship of these fellow-Rotarians.

BY JOHN EFFINGER, HONOLULU, HAWAII

ONE of the obscure valleys of our little island held an aged native somewhere about ninety or a hundred years of age who had never seen a telephone and hardly believed the stories that he heard about it. A few years ago, a telephone was installed, and he was told that he could talk to his grandchild some thirty or forty miles across the island if he wished.

It was with some trepidation that he approached the telephone. He listened and listened and heard the voice of his grandson. Then he laid down the telephone and looked at it and said:

"Well, by and by these white men will make the dead talk."

Now, my friends, that is what Honolulu Rotary has done to a certain extent. It has made some of our dead talk.

I guess you have all had similar experiences in your clubs where you have found there is talent latent in the community that Rotary has brought forth. All it needed was the telephone or the telepathy of Rotary to do it.

Hawaii in History

Hawaii is the center of the state in the theatre of the world's future events of the Pacific. If you will bear with me, I may speak a few words of the historical importance of these wonderful islands in the Pacific.

In 1820 the missionaries first came there, and in 1830 had established educational facilities and a college, the only one then west of Chicago with a curriculum which would admit its graduates to Yale, Harvard, Amherst, or wherever they went in those days.

The Hawaiians called those old Puritans in those days, "long-neckers" because they all wore those old tall stocks about their necks. They were narrow and bigoted to a certain extent, but they had that true love of liberty which every Anglo-Saxon is born with, and they brought to these primitive Hawaiians possibly a little more liberty which later on, and even today, they have translated into license. We have found one of our great problems there in giving to the uninformed and uninformed, the privilege of voting, and instinctively they seem to vote for the worst of their race.

Remember that in Hawaii we only have about ten per cent who control the destinies, you might say, of the entire group, ten per cent who have to assume all the authority and the responsibility. This ten per cent of Englishmen and Americans have done wonders from one end of the Islands to the other. You can see how they have, hand in hand, carried educational and spiritual benefits, together with wonderful agricultural and commercial advances, to the islands.

We have in the city of Honolulu the largest Y. M. C. A. that there is in the world for a city of its size; we have the largest Army and Navy Y. M. C. A.; all a gift of the city.

Rotary took a leading place in all these things, and in the four Liberty loan drives a Rotarian was at the head of each one.

The Flag of Hawaii

The member from Canada has spoken about the wonderful flags, the beautiful flag that Canada has, and I may say that the flag that we have mist from Hawaii is somewhere around the city. I had hoped to carry it down yesterday. It consists of a combination of the Union Jack and the French Tri-color arranged as the American flag is. In other words, it is the tripartite flag that was given to the Hawaiians way back in 1840 and was our flag up to the time of annexation, and since then our territorial flag.

I wonder if you would be interested to know that in Hawaii the Honolulu Rotary Club, in the last year, has just completed a \$5,000 fund for the Children's Hospital. We went there last Christmas with our toys—all of the club went. I think there were fully ninety of us—and we gave those poor little children their toys and had a Christmas tree for them.

Out of all those children, I don't think there was one single little white child. With that as an example, you will feel the great influence of Rotary in world affairs. It knows no color.

no race, no creed. Among these were little Chinese children, Japanese children and so on.

Industrial Problems

Our planters have been compelled, during the last thirty or forty years, to bring from all parts of the earth men who had work in the fields, but often it has been with poor success. The Filipinos are now our source of labor supply, but almost as soon as they acquire a few hundred dollars they leave for the United States where they have free access to what they desire.

Patriotism you will find to no greater extent anywhere than in the Hawaiian Islands. Our wonderful educational centers have patriotism inculcated in each and every one of those little Chinese, Japanese, and children of other races. To hear the little Chinese and Japanese children singing *The Star-Spangled Banner*, *Dixie*, and other patriotic songs, will affect you more than you can imagine now.

Think of that melting-pot of the Pacific—Honolulu—where there is gathered all this diversity of races, where Americans are trying to teach them true patriotism.

I may say that the Honolulu Rotary Club has taken the start in almost all of these affairs.

We have met all our responsibilities that we were called upon to meet and there are still more to be met. We have to meet these as fast as possible and try to come to that ultimate perfection of which we heard so much in that wonderful address of yesterday by John Dyer.

BY REV. F. E. McGUIRE, SAN JUAN, PORTO RICO

IF Rotary is good for North America, it is worth while in Latin America. If it is worth while in the Republic of the United States, it is worth while in the twenty-one Republics to the south of the United States. And if these fine and fair ideals which we have been actualizing in our own country are beneficent and inspirational, we wish to carry them to the Southland and make them a part of the heart of our nation as they are a part of the heart of our neighbor's nation.

We haven't an adequate knowledge of the Latin American countries. Porto Rico, with 1,250,000 people and with 340 people to the square mile, the most densely populated little island in the world, has visitors who do not know that it is under the sovereignty of the American republic.

First, then, I ask this question. If we believe in Rotary, then what does it mean for these Latin American republics? In the first place, it means something for them to believe in, and that is worth while, and once we actualize this broad and generous program of Rotary, there will be better relationship established with the South American republics. But remember it must be an honest policy.

Changed Attitude Needed

That old story of the good, kind father who said to his son, "Son, get the money; if you can, get it honestly, but, son, get the money," has been our policy toward Latin America throughout these past years and that policy must be reversed and we must go to the South for something else than money.

We don't need their territories. We don't need their government. We need their good will above everything else.

We have 420 cities in Latin America with more than 20,000 people in each city. We have the

third largest city in the western hemisphere. We have 85,000,000 people and at least one-third of them will become buyers of American products if the American business men interpret aright the Latin American mind and carry the advertisements to them in Spanish, not, as some have done, in English. And consequently there must be a larger interpretation of this relationship with South America.

Preconceived Notions

We come along with our preconceived notion that everything in the United States is perfection, and that if it isn't the same in Latin America, it is not right. We have to change our minds and have a more sympathetic understanding of how these people live and know that they adapt their conditions to their lives. We do need a more sympathetic understanding.

We don't share each other's ideals, and occasionally we go to war or else make excursions into each other's country. I believe that Rotary, with its principles, would prove a clearing house, even in the old Republic of Mexico, if it were given a chance.

In the third place, it is a rare thing for the Latin Americans to get together at the same table and exchange ideas and Rotary ideals and call each other by their given names. It is almost unheard of. In my Rotary Club we gather together in a place like this and talk and exchange ideas, and 46 per cent of our members are other than Continental Americans. We have Canadians, English, French, Spanish, Porto Ricans, and North Americans.

Even Parrots Talk Rotary

Even the parrots in Porto Rico are talking Rotary; it's "Get up, Liz," and "Hello, John," and all these other names. They enjoy it, and the Rotary message is spreading, and I believe it is going to bring about a good influence in those old republics.

That is all that we wish to do—extend our provinces and our boundaries until the influence of this organization shall be felt unto the South Pole. It is an expression of soul to the Latin American, just as it is to the North American—this Rotary.

Michelangelo express his soul in the beautiful Sistine Chapel. We remember that Sir Christopher Wren labored for the public good ninety-two years and bared his soul in that wonderful dome of St. Paul's Cathedral.

In like manner and in like spirit, a Rotarian express in one golden sentence the words which will be the inspiration of International Rotary forever—**HE PROFITS MOST WHO SERVES BEST.**

We enlist with you in North America under this slogan, and we will march with you to that time when every republic of South America shall have been influenced by the beneficent influences of this great, inspirational organization.

BY W. G. BROREIN OF TAMPA,
U. S. A.

I FEEL at this hour that the responsibility is too great, that I, an humble business man, should speak for my nation upon an occasion like this.

To my mind, the greatest problem of our nation today is the problem of reconstructing our national thought, as held by the individual, as express on the platform and from the pulpit, as reflected from our President throughout our land.

I use the word "reconstruction" advisedly, for I dare say that until we have reconstruction along

the newest lines we cannot solve our problems. Reconstruction means not building anew; it means really to reconstruct and save out of the structure that has gone before all that was good, all that was noble, all that was grand, and all that was sublime.

It seems to me that as time goes by this Convention will be looked upon as the Reconstruction Convention because here and today we are laying the foundation in Rotary upon which the future structure will be built.

A time will come when Chateau-Thierry, when Bunker Hill, will not be forgotten, but will be regretted as having ever been necessary. But the time will never come when the victories that we must now achieve will be forgotten. The longer the ages grow, the more glorious will these victories be, provided you and I lay the foundation right. When we have reconstructed our national thought, these other problems will be solved.

We are confronted, as has already been pointed out, with serious conditions. Never in the history of the world have we been confronted by such conditions.

Work for the Future

For two years our nation, and for four years other nations, have been engaged in a determination to destroy governments that had outlived their usefulness. Is it any wonder that when the great government of Russia lost its control, when the Austrian Hapsburgs, who had for centuries controlled their peoples, lost their control, when the German Empire with its autocracy was destroyed, many who were ignorant, many who did not have the spirit of Rotary, the inspiration that mankind must have, should be fired with a zeal for further destruction? This is one of our problems.

My friends, I feel it is my duty, I feel it is the duty of the Rotarians at this Convention, to consider the world affairs of today. There is today being made a new world government across the seas. We are a republic; our people must determine and decide for themselves, just as in the early days, in the pioneer days of our nation; they built their homes, establish their ideals, posted the watchman and the picket, and as a tide of progress swept over our nation here and there, the pickets were placed to watch and protect the ideals that they had established, the homes that they built, against the aggressor.

Today, it seems to me Rotary has got a place in every city where it must stand as picket to guard and to defend the ideals that we have, to defend the history we have made. That is your duty, that is my duty, that is the duty of Rotary.

My friends, we are the pioneers of this new world which must be built by Rotarians and by men who hold Rotary principles. The future generations will read the pages upon which have been recorded the expression of our high ideals written by our boys on the fields of France and the fields of Flanders, and when they read that record, when they read what our President said, when they read what we said in our Convention, in our public press, in our pulpits, that we would make the world better, and then when they turn the following pages and those things and those principles that are recorded above are not verified, not carried out, my friends, the future generations will point the finger of reproach to this generation and will say that in the supremest opportunity that ever came to any generation, in the supremest opportunity that ever came to any nation, we failed.

Annual Report of Rotary's President

By John Poole

To the Tenth Annual Convention of the International Association of Rotary Clubs:

THE Presidency of the International Association of Rotary Clubs during this very busy and momentous year of 1918-1919 has been a position of great responsibility as well as great honor.

The service that I have been able to render Rotary has been a labor of love and I feel that the year's experience has given me a reward far greater than my efforts deserve.

Every Rotarian with whom I have come in contact has given me additional proof of the value of friendship which Rotary develops, and I feel greatly enriched.

The report of the proceedings of the six meetings of the Board of Directors during the year and the report of the Secretary, reveal in detail the great amount of work which the International Association has accomplished. It is not my purpose to review these actions but I would like to refer in a general way to some of those which I consider the most important.

It has been a year of continued progress for Rotary—progress in numbers of clubs, in numbers of members, and in influence and power. The esteem in which the world holds Rotary was indicated to me very clearly in the early months of my administration when the members of the Board of Directors accompanied me to the White House at Washington to call upon President Wilson. The President's expression of appreciation of the value of Rotary in the world was wholehearted, frank and pleasing.

Rotary Greater Than Ever

The war presented newer and greater opportunities for service and Rotary grasped them. The result was that when the armistice was signed Rotary was a bigger thing than it had been before. Since the cessation of fighting these opportunities have not lessened; they have only changed their forms.

Among the large questions which your President and the Board of Directors were called upon to settle are some which pertain directly to the more numerous Rotary clubs in the United States and some which pertain to the Rotary clubs in all countries and others which pertain to Rotary clubs which are to be formed in countries where there are none at present.

While the war was in progress, the International Board of Directors very frequently took action upon national matters which had to do with the successful prosecution of the war. One result of this was that much of the work of the International Association was taken up with United States affairs. After the signing of the armistice, your Board of Directors concluded that the time had come to return to the former basis and to decline to commit International Rotary upon national questions.

It is evident that an association calling itself international should not participate as an organization in matters that are wholly national in scope. Such matters should be considered and acted upon by the Rotary clubs in the country where the question is to be decided.

Mission to British Isles

Closely related to this is the question of re-

vising our international organization in order to give the clubs of any one country the opportunity to act in unison upon national affairs. Also closely related to this subject is the matter of the status of the British Association of Rotary Clubs with relation to the International Association of Rotary Clubs.

It is my pleasure to report that Arch C. Klumph of Cleveland, chairman of the 1919 Convention Program Committee, and Past International President, and Rotarian Estes Senedecor of Portland, Oregon, Chairman of the International Committee on Constitution and By-Laws, representing the International Association, were sent to the British Isles during the month of May to discuss with British Rotarians these questions. The result of their visit to and conference with the British Rotarians will be reported by them.

Closely related to this same problem is the question of the establishment of Rotary in other countries. It is fortunate that Rotary has secured the services of Rotarian John Barrett of Washington, Director-General of the Pan American Union, to act as Chairman of our Committee on Foreign Extension. This committee was appointed by the Board of Directors to take the place of a former committee on Extension in Latin America.

Rotarian Barrett's committee has formulated a policy for the organization of Rotary in new countries and prepared rules and methods of procedure, all of which has been approved by the Board of Directors.

Thru Rotarian Barrett, we have secured the services of Rotarian Federico A. Pezet of New York, former minister from Peru to the United States, as a special delegate from the International Association to organize Rotary clubs in Latin America. Señor Pezet is now making an extended trip thru Latin American countries to study the economic, industrial, and social conditions and will be, as he calls himself, an apostle of Rotary to Latin America.

Conference With Governors

Last March a conference of the District Governors and the General Officers of the Association was held at Chicago. Matters of vital importance to Rotary were considered and discussed at length and with perfect frankness and harmony. The conclusions reached are recorded in the report included among the proceedings of the meetings of the Board of Directors. It is hoped that such a conference of the Executives of International Rotary may be made an annual event.

During the year success has met the efforts of the Board of Directors and the Secretary to bring about a closer relationship between the International Association and the member clubs. Two methods of operation have contributed to this:

One was the establishment of club Committees on Relations with International Headquarters. Nearly four hundred clubs have appointed such committees and most of them are active.

The other channel was the District Governor and the District Conferences. The work started last year of making the District Gover-

nor the connecting link between the International Association and the member clubs has been continued with increased efficiency. The plan of having uniform programs for the District Conferences and the preparation of those programs by the District Committees under the supervision of the District Governors (acting in co-operation with International Headquarters) has resulted in better conferences. All of these were well attended—some reaching the proportions of a convention.

As Rotary continues to grow the importance of the District Governor in the organization will continue to increase. He is now, as President Pidgeon remarked last year, a key man in Rotary upon whose enthusiasm depends much of the real work and growth of the movement. I am very glad to note that the District Governors are men possessed of ability and enthusiasm.

Protecting Name and Emblem

In this connection, I wish to call attention to the fact that the problem of defining the boundaries of districts is a very important one and I commend to the Convention a consideration of this question.

It is evident that a district which is too large cannot be properly served by a District Governor, no matter how able or enthusiastic he may be.

It is a question whether a district should include more than one state or province.

It is a question whether a district should include a portion of one state or province while the other portion is another district.

These matters are related to those which must be considered in the effort to solve the greater problem of whether or not there shall be national divisions in International Rotary. That is a question which will be presented to the convention by the Committee on Constitution and By-Laws.

I am very glad to report that during the year success has attended the efforts of your International Officers to protect the name and emblem of Rotary. I note with particular gratification that the legal contest against the Rotary Shirt Company of New York, in which the International Association sought to prevent that concern from using the name and emblem of Rotary as a trade mark for commercial purposes, was won by our Association.

Club Elections

I wish to call the attention of the Convention to the action taken by the Board of Directors recommending that all elections of club officials take place during the month of April. This is for the purpose of securing closer co-operation with the administrative details of the International Association.

The Board of Directors directed the appointment of a special commission to secure information and prepare an authentic history of the origin of Rotary Clubs. This commission will begin its labors after the close of the Convention.

These are some of the many matters which have occupied the time of your President and other members of the Board. It would require

too much time for me to attempt to cover all the important matters.

I cannot close this report, however, without calling particular attention to the excellency of our magazine, **THE ROTARIAN**, and the great improvement which it continues to show from month to month and to express my gratitude at

the splendid financial record which it has made.

Words are inadequate to express my appreciation of the privilege of working with the other members of the Board of Directors, the District Governors, the Committee members, Secretary Perry and the members of his staff, nor can words express my gratitude for the honor which

Rotary conferred upon me at the Kansas City Convention in electing me its President.

Note.—Annual Report of the president of the I. A. of R. C., presented to the Tenth Annual Convention of Salt Lake City, by Rotarian John Poole of Washington, D. C., president for 1918-1919 of International Rotary. President Poole,

Report of the Secretary

By Chesley R. Perry

THE year 1918-19 has been another very busy year for the Secretary of the International Association of Rotary Clubs and the members of his staff. There was no lessening of the need for almost ceaseless activity because of the signing of the armistice and the sudden changes resulting therefrom in so much of the Association's work. On the contrary, it seemed that the need for activity in the Secretary's office increased.

This has been a year of revision and adjustments. At the beginning of the year we were doing business in war times which made unusual demands upon us. The armistice came. Conditions were changed. Some members of the Staff have returned from service. Other members have been shifted. New people have been added to the staff.

The departmentizing of the Secretary's office begun a year ago has been continued and is being developed as rapidly as the training of new people or of old people to new tasks will permit.

Organization of Secretary's Office

At the present moment the two departments of Extension Work Service and Co-operation with the Clubs are being transferred from Rotarian Jno. I. Hoffman to others. F. P. Chaffee, a recent addition to the Secretary's Staff, will assume charge of the Extension Work Service, while an experienced Rotarian is going to assume the direction of the Co-operation with the Clubs. This arrangement will give us two more competent counselors and experienced speakers to assist in field secretarial work.

Rotarian Hoffman will, for the time being, assume the duties of Office Manager in charge of a new Department of Office Administration under which will be grouped the Bureau of Accounts, the Bureau of Supplies, Purchases and Shipments, the Bureau of Stenography and Typing, the Bureau of Indexing, Filing and Incoming Mail, the Bureau of Printing, Multi-graphing and Mimeographing, the Bureau of Classified Indexes, Mailing Lists and Addressing and the Bureau of Welcome to New Rotarians.

Relieving the International Secretary of the direct supervision of each of these bureaus will permit him to give closer attention to other departments, serve better the International Officers and the Committee Chairmen and get out into the field more frequently.

During the year Rotarian W. A. Graham, Jr., returned from Military Service and was restored to his position as Chief of the Department of Conventions and Conferences while J. M. Bechtold, Acting Chief of that Department, was transferred to the position of Secretary to the International Secretary, a position which has long been waiting for the right man to appear and for the funds of the Association to be sufficient to permit the right man to take it.

Miss Edna H. Cullison has joined the staff

and has taken charge of the Bureau of Accounts. After many changes and shifts we are now satisfied that this Bureau is in good order and up to date with its work. Our auditors have assisted greatly in an advisory capacity regarding the work, designing forms, methods, etc.

C. B. Harris has been relieved of the work of the Circulation Department of **THE ROTARIAN** which has been assigned to T. E. Gause, who

will direct his efforts to secure every British Rotarian as a subscriber to the magazine and also to secure thousands of non-Rotarian subscribers, for we know that they are to be secured for the asking.

Miss Catherine McNulty has joined the staff to take charge of a new Bureau of Indexing, Filing and Incoming Mail.

The following continue in the performance of their respective duties as heretofore:

Rotarian Philip R. Kellar, Managing Editor of **THE ROTARIAN**, Rotarian Frank R. Jennings, Advertising Manager of **THE ROTARIAN**, Ex-Rotarian C. B. Harris, Chief of the Department of Vocational Sections, Chief of the Bureau of Classified Indexes, Mailing Lists and Addressing and Chief of the Bureau of Welcome to New Rotarians, H. M. Callecot, Chief of the Bureau of Supplies, Purchases and Shipments, and Miss L. V. Johnson, Chief of the Bureau of Stenography and Typing.

Among the others on the staff who have been identified with Headquarters for several years, Miss Trosin, Miss Malley, and Miss Townsley, and Mrs. Carr are still giving their customary efficient service.

The personnel of the Headquarters staff is one in which your Secretary has reason to take considerable pride and he would like to mention each one by name. However such an individual mention of each member would require too much space in this report. Your Secretary takes this opportunity to thank every member of his staff, now numbering forty-one, for the efficient services which they have rendered during the past year.

New Departments Needed

There still remains other departments to be organized, such as the Department of Work Among Boys and Department of Educational and Publicity Service.

The organization and development of each department with a Department Chief of the right caliber and competent assistants to him will steadily increase the number of qualified men at Headquarters who will be able to travel, visit the clubs, cooperate with District Governors in extension work and in educational work, boys' work and particularly in aiding weak clubs, if there be any.

There is great need for such field service. However, it cannot best be rendered by men who are merely circulating about in the field. It is evident that there should be a proper alternation of service at International Headquarters and service in the field so that the individual can be best qualified to render the field service and at the same time International Headquarters may be benefited by the return to Headquarters of men who have been out in the field.

The complete departmentizing of the Interna-

Growth of Rotary	
Total number of clubs affiliated June 12, 1919.....	496
Applications for affiliation pending.....	19
Clubs reported organized, but applications not yet received.....	15
Total number of clubs organized.....	530
Total number of clubs affiliated June 15, 1918.....	407
Applications for affiliation pending.....	12
Clubs reported organized but applications not yet received.....	10
Total number of clubs organized June 15, 1918.....	429
Net gain in number of clubs for the year.....	101
Clubs by Countries	
Rotary Clubs in U. S. A., June 12, 1919.....	475
Rotary Clubs in U. S. A., June 15, 1918.....	385
Gain in number of U. S. Clubs.....	90
Rotary Clubs in Canada, June 12, 1919.....	24
Rotary Clubs in Canada, June 15, 1918.....	21
Gain in number of Canadian Clubs.....	3
Rotary Clubs in British Isles, June 12, 1919.....	23
Rotary Clubs in British Isles, June 15, 1918.....	21
Gain in number of British Clubs.....	2
Rotary Clubs in Cuba, June 12, 1919.....	5
Rotary Clubs in Cuba, June 15, 1918.....	2
Gain in number of Cuban clubs.....	3
Rotary Clubs in Uruguay, June 12, 1919.....	1
Rotary Clubs in China, June 12, 1919.....	1
Rotary Clubs in Philippine Islands June 12, 1919.....	1
Total gain in number of clubs in year.....	101
Membership (estimated)	
Total membership of Rotary Clubs, June 12, 1919.....	45,000
Total membership of Rotary Clubs, June 15, 1918.....	38,800
Gain in membership.....	6,200
Percentage of gain in membership	16%

tional Secretary's office, the taking on of new responsibilities for service and particularly the development of the field service, cannot be done without a considerable increase in cost of operation. It is believed that the steady growth of the organization and the success of its magazine will furnish the necessary funds. If the development of the work must come to pass earlier, then it is inevitable that funds must be provided by an increase in per capita tax or by a special contribution or by an endowment.

When considering the matter of costs it must not be overlooked that salaries, supplies, furniture and equipment, rentals, traveling and every sort of expenses have all greatly increased per unit during the past few years and in some cases it seems certain that there must be further increases.

Extension Work

Rotary extension work has occupied considerable time and consumed much effort at Headquarters during the last year. The work of organizing new clubs in the United States, Canada, and Cuba has proceeded along the same lines that had been followed during previous years, this work being under the supervision of the district governors with Rotarian Hoffman of the Headquarters staff in charge of the details.

The work of organizing new clubs during the last year has proceeded with the same success as in the previous year.

The organization of Rotary clubs outside the United States, Canada, Great Britain, and Cuba was given a strong impetus when the active and enthusiastic support of Rotarian John Barrett was secured as Chairman of the Committee on Foreign Extension.

Club in the Philippines

Last year we had the great pleasure of reporting the organization of a Rotary club in Hongkong, China. At the Kansas City Convention this news was supplemented by a cablegram telling us of the organization of a Rotary club in Montevideo, Uruguay. The Montevideo club has affiliated and is making splendid progress.

And now we have to report the good news of the organization of a flourishing Rotary club at Manila in the Philippine Islands, organized by Past President Roger D. Pinneo of Seattle.

In countries outside of the three countries which gave birth to the International Association—the United States, Canada, and the British Isles—there are the following clubs:

In Cuba: Habana, Santiago, Matanzas, Guantamano, Cienfuegos.

In Porto Rico: San Juan, Ponce.

In Uruguay: Montevideo.

In the Hawaiian Islands: Honolulu.

In the Philippine Islands: Manila.

In China: Hongkong.

District Conferences

Every Rotary district has held a conference this year at which the attendance has varied from 75 to 1,500. Practically every conference was attended by a member of the Board of Directors or the Secretary or a member of the Secretary's staff.

The Secretary's office has been able to give considerable assistance during the year to the district governors in preparing for their conferences.

International Headquarters was represented at the 16th District Conference at Omaha and at the 23rd District Conference at San Diego by Rotarian John I. Hoffman.

Your Secretary attended the conferences of the 6th District at Wheeling, W. Va., the 8th District at Albany, Ga., the 13th District at Chattanooga, Tenn., the 12th District at Joliet, Ill., the 14th District at Alexandria, La., and the 17th District at Oklahoma City, Okla.

Additional trips which your Secretary has made in connection with the Association's work were three trips to Washington and one to New York to attend meetings of the Board of Directors, one trip to Salt Lake City to confer with the Salt Lake City Rotarians regarding the 1919 Convention, and one to Rochester, N. Y., to attend a special meeting of the Rochester club.

Office Space and Finances

We have been able to get different departments and bureaus at Headquarters all on the same floor of the Standard Oil Building at 910 South Michigan Avenue, altho it has not been possible for us to secure sufficient space in one unit.

Rotary Finances

The following is a condensed summary made from the reports of the treasurer of the International Association of Rotary Clubs and the auditors, covering the year from July 1, 1918, to June 30, 1919. The figures are estimated for the month of June, 1919, the reports having been made before the end of that month. The final report of the auditors may make necessary a few changes in the totals, but the estimates for June are comparatively accurate and the figures for the preceding eleven months are authentic.

Resources of the I. A. of R. C.

General Fund; bonds and accrued interest	\$20,396.13
General Fund; cash.....	716.08
Relief Fund; bonds and accrued interest	1,940.52
Relief Fund; cash.....	358.05
Endowment Fund	58.64
Accounts receivable	757.91
Office furniture and fixtures....	7,376.70
Stationery, printing supplies, etc.	3,847.77
Prepaid insurance	52.60
Deferred expenses	396.01
Balance due from THE ROTARIAN	11,789.38

Total resources

\$34,889.79

Obligations

Special funds	\$ 2,357.21
Accounts payable	1,790.26
Advance payments by clubs.....	115.50
Reserve for depreciation.....	1,500.00
Surplus	24,699.68
Net income for year	4,427.14

Total

\$34,889.79

Income and Expense

The	The	Total
Association Rotarian		
Income ...\$81,151.61	\$79,845.89	\$160,997.50
Expense ... 84,648.57	71,921.79	156,570.36

Net Loss. \$ 3,496.96

Net Gain. \$ 7,924.10 \$ 4,427.14

The financial status of the Association and its magazine is shown by the accompanying reports of the Treasurer and of the auditors.

There is not a single club delinquent for January first membership reports or delinquent in any way for per capita tax or subscriptions to the magazine for the current period, except a few that have been affiliated during the past six weeks.

The Rotarian

From the editorial standpoint the Association's magazine tells its own story and makes its own report. The policy for conducting the magazine

which was approved by the Board of Directors last year, the substance of which was printed in the January, 1918, issue of THE ROTARIAN, has been adhered to and there seems to be no reason why the same general policy should not govern for the next year.

We are very glad to call attention to the fact that this is the first Association year, since the magazine was started, when a profit has been shown on each issue of the year, this profit ranging from \$170 to \$1,400 per issue. The total for the year will be approximately \$8,000. This surplus earned by THE ROTARIAN is used to further the general work of the Association.

From an advertising standpoint the magazine has made a record which gives every Rotarian good cause to feel proud. Many persons who are in a position to speak from knowledge of the conditions have informed us that we have made an unusual record in this respect. A substantial gain has been made in the volume of advertising during the year. The estimate of \$36,000 made at the beginning of the year was exceeded by \$2,000. It represents a gain of approximately \$10,000 of advertising business over last year. The Advertising Department has set a mark of \$50,000 for the next year.

Printed Matter

In just eleven days after the close of the Kansas City Convention a brief story of the Convention for delegates was in the mails. This consisted of a twelve page, double column, large size pamphlet containing information to be used in making reports to local clubs. The story of the Convention was also told in the July, August and September issues of THE ROTARIAN.

Owing to circumstances beyond our control it was impossible to get out the complete Proceedings of the Convention in book form as early as we wished. However, when the book appeared its appearance and make-up as a whole was very satisfactory and Rotarian Luther A. Brewer of Cedar Rapids was responsible for the excellent editing and also for its appearance as published.

A complimentary copy was mailed to each 1917-1918 and 1918-1919 International Officer and to each Rotary club. The remaining copies were sold to individual subscribers and to Rotary clubs at \$2.00 the copy. Each club was asked to co-operate in the distribution of the Proceedings by selling a quota of 3, 4, or 5 copies according to the size of the clubs.

This year the International Board has offered a resolution to the Convention recommending that each club make an effort to distribute as many copies as possible among its members or at least a minimum quota of 3 volumes. By this method it is hoped that the sales from the Proceedings will defray the cost of publishing the same and we also hope by this method to be able to make distribution of the Proceedings in the future with a minimum of time, trouble and effort.

This year we hope and will make every effort to get out the Proceedings within sixty days after the convention.

Our printed work at Headquarters is assuming larger and larger proportions. Our mimeograph and multigraph machines are doing valiant work. Arrangements have been made to install a small printing press and other equipment and we hope to have it installed and operating within a few weeks. This will not only result in a saving in the cost of our printing, but will enable us to give better service to clubs.

This department will take care of the pro-

duction of our numerous small forms such as district governors' report forms, imprinting of membership cards, songbooks and other small work.

Secretaries' Manual

Your Secretary is glad to be able to announce the publication and distribution of the Manual for Secretaries of Rotary Clubs.

Shortly after the Kansas City Convention the Handbook of Entertainment for Rotary Clubs was published. This was a much larger edition than the preliminary or "proof sheet" edition which was issued in 1915.

The new and complete edition contains a great variety of suggestions for Rotary educational Programs, stunts for promoting acquaintance and attendance, programs for holidays, Ladies' Nights, outings, etc. In this booklet were also included the 52 model programs for new clubs which had been originally compiled and sent out just prior to the Kansas City Convention.

A copy of the Handbook of Entertainment was sent complimentary to Rotary club secretaries and to the chairman of program and entertainment committees of Rotary clubs. The Board of Directors ordered that additional copies be sold at \$1.00 each and a large number of copies have been distributed to members of clubs who were interested in or responsible for their club programs.

Directory of Rotary Speakers

A 64-page booklet containing a list of speakers who were capable of giving an educational talk on Rotary was published in cooperation with the I. A. of R. C. Committee on Education. The booklet contains over 1,000 speakers arranged by cities. A complimentary copy was sent to the secretary and president of each Rotary club and to the chairmen of local program and entertainment committees as well as to each one of the speakers listed.

Manual for District Governors

A manual has been prepared, in mimeograph form, for district governors. This manual has been prepared with the one purpose in view of giving just as much help and service as possible to district governors at the beginning of their administration. It has been prepared out of the experience of past years with the work of the district governors in their work. A copy has been sent to each present district governor as well as the men who were nominated at the district conferences to be elected at the Salt Lake City Convention.

Official Directory, Etc.

Since the Kansas City Convention, two editions of the Official Directory have been issued, one in July, 1918, and the other in January, 1919. We are at present working on the July, 1919, edition which will be published shortly after the Convention. The number of hotels published in the Official Directory is increasing with every issue, as hotel men are beginning to realize what an excellent place the Official Directory holds as an advertising medium for hotels.

During the past year new editions of Rotary song books have been published. This little booklet has proved quite a favorite with Rotary clubs and we have also had many requests for it from other organizations and we have so far sent out nearly 20,000 copies. We will get out another edition early in the fall which will contain many of the newer and up-to-date songs in addition to those already contained in the booklet.

Slightly revised editions of pamphlets Nos. 3, 4, and 5 have been issued. A copy of each one of these pamphlets is sent out with the letter of welcome to new members. Each pamphlet has been printed on a different color paper and their appearance in other ways has been considerably improved.

We have just issued a new edition of the Manual of Information for the Chairmen of Organizing Committees and in its present up-to-date form it will be of inestimable help in outlining the procedure to be followed in organizing new Rotary clubs by those who are responsible for their organization.

Since no history of Rotary would be complete without the facts in regard to Rotary's participation in the war, a new and up-to-date edition of "A Brief Historical Sketch of Rotary" has been published. A copy has been sent to the secretary and president of each club and also to each one of the more than 1,000 speakers listed in the "Directory of Rotary Speakers."

New Manual for Presidents

A pamphlet containing the reports of the 1915-16-17-18 Inter-city Relations Committees has been printed and distributed to all Rotary Clubs.

As this report is being written a new edition of the Manual for Presidents and Secretaries of Rotary clubs is on the press and we hope to have it ready for distribution before the Convention. We have been able to include in this pamphlet many of the preliminary letters and instructions which are sent to the presidents and secretaries of new Rotary clubs so that when the pamphlet is published it will contain under one cover a complete manual which should be a right-hand assistant to the presidents and secretaries of new Rotary clubs and we hope that it will also be of service to the officials who are at the helms of the older clubs.

Within a few weeks after the Convention we hope to be able to send out in printed form a complete tabulated report of the questionnaires which have been received from practically every Rotary club, containing information relative to the procedure followed in each club in regard to its fiscal matters, elections and other secretarial work.

We are also at present working on a set of model bookkeeping forms which can be used by clubs, saving them the expense involved of having specially ruled ledger sheets, attendance forms, etc., printed.

Within the past few weeks we have sent out preliminary convention literature to presidents and secretaries, On-to-Convention Committee chairmen and other members of Rotary clubs, consisting of the following: An 8-page folder containing the story of the convention, pamphlets containing proposed resolutions and proposed amendments to the Constitution and a preliminary detailed account of the Convention program and other Convention literature.

There have been forty-three issues of The Weekly Letter, thirteen of which have been four-page issues; The News Bureau has been issued ten times and the "Stunts" publication has again been resumed. Publication had been discontinued after the appearance of the "Handbook of Rotary Entertainment."

Rotary Literature in Spanish

Owing to the fact that a special representative was to begin the work of organizing Rotary clubs in South America, it has been necessary to publish revised editions of several of our Spanish pamph-

lets in addition to having several more of our English pamphlets translated into Spanish. Copies of all Spanish pamphlets have been sent to members and officials of all Spanish speaking clubs.

We have printed and in use the following literature:

Conocimientos de "Rotary." (Translation of "A Talking Knowledge of Rotary.")

Bosquejo Historico de Los Clubs Rotarios. (Translation of a "Brief Historical Sketch of Rotary.")

Manual de Informacion para Presidentes de Comites Organizadores. (Translation of The Manual of Information for Chairmen of Organizing Committees.)

Lo Que Es y Lo Que No Es El Rotary Club. (Translation of Pamphlet No. 4 "What the Rotary Club Is and Is Not.")

Escogiendo Miembros Para un "Rotary Club." (Containing Information on the Selection of Members for a new Rotary Club.)

Actividades Civicas de parte del Nuevo "Rotary Club." (Containing Information Relative to Civic Activities for a New Rotary Club.)

Sinopsis de "Rotary." (Containing in addition to a Historical Sketch of Rotary, a glossary of Rotary terms, the Rotary Platform, the Code of Ethics and the Objects and Benefits of a Rotary Club.)

We have translated in manuscript form ready for printing, the following:

Constitution and By-Laws of the I. A. of P. C. Standard Constitution and Model By-Laws for Clubs.

Pamphlets Nos. 1, 2, 3, and 5.

Rotary Literature in French

We have also had prepared the manuscript for a pamphlet to be printed in French, containing: A Brief Historical Sketch of Rotary, the Rotary Code of Ethics, Rotary Platform, Objects and Benefits of a Rotary Club, and also a glossary of the most important phrases and terms used in connection with Rotary.

Our 100 Per Cent Banner

Your Secretary is very proud to be able to report that when the campaign for the Victory Loan sales was closed he was able to display in his office a banner proclaiming that the office was one hundred per cent patriotic.

Your Secretary is pleased to report that the two clubs calling themselves Rotary clubs without authority, mentioned by him in his report last year, have ceased using the name "Rotary" without authority. One of them has become a regularly authorized Rotary club and the other is in process of reorganization.

Instances of the unauthorized use of our name and emblem by organizations and business concerns are called to our attention from time to time. Your Secretary is very happy to report that one legal contest before the U. S. Patent Office has been won by the Association with the result that the shirt manufacturing company which had appropriated the word "Rotary" and a wheel very similar to our emblem as its trade mark has been ordered by the authorities to cease using the name and emblem.

From now on it is likely that there will be more and more of such contests as outsiders try to trade upon the reputation of Rotary.

The Board of Directors has instructed your Secretary to carry into effect its decisions to do

everything possible to safeguard our name and emblem. These instructions cover the securing of a license or other legal safeguards in all countries where the work of organizing Rotary is to be undertaken as well as taking the same steps in countries which already have Rotary clubs.

Your Secretary's office has had charge of the work of booking the 1918 Convention films, a task requiring considerable time and earnest efforts of Mr. Bechtold.

It has been possible for Rotarian Hoffman to get away from his office duties occasionally during the year to visit Rotary clubs and to undertake some of the work of a field secretary. Rotarian Kellar has also made several short trips of this character.

The publication of the Secretary's Weekly Letter was a matter which was given considerable discussion at the conference of the District Governors and General Officers held in Chicago in May, with the result that the conference approved the publication of the Weekly Letter in its present form.

The growth of the Secretary's staff has not

kept pace with the growth of the organization and the amount of work. Every member of the staff has had his time so occupied in trying to take care of urgent work that none of us has had the time to make a thorough study of the manner in which the work should be systematized. Our consideration of the efficiency of the method of work has been only an incident in our labors. Because your Secretary and his assistants realize the possibility that improvements could be made in the working system, they welcomed the suggestion that an efficiency expert be secured to make a survey of the office. The Board has authorized the employment of such an efficiency expert, and the work of making the survey of the office will start shortly after the close of the 1919 Convention.

Your Secretary feels justified in pointing with pride to the club attendance contest started early in the year, under the direct supervision of Rotarian Hoffman, as an experiment. It was hoped and believed that such a contest could be participated in with interest by the clubs in the districts and that if so, the attendance of members at the club meetings would increase. The results of the

contest prove that both the hope and the expectation have been realized.

Concluding Recommendations

Your Secretary renews his recommendations regarding the desirability of Rotary's interesting itself continuously in two specific things which will promote the spirit of international friendship and fellowship. These are the metric system of weights and measures almost universally used by all countries except the English-speaking countries, and the international commercial language, Esperanto. Of all organizations, Rotary seems to be in the best position to urge these matters which are of international concern.

Each year your Secretary finds it impossible to express in words his appreciation of the privilege accorded him in serving Rotary, and in having fellowship with the big-hearted and broad-minded men who constitute the great and beautiful fraternity of Rotary.

Note.—The foregoing annual report of Chesley R. Perry, Secretary of the I. A. of R. C., was printed and distributed at the Tenth Annual Convention at Salt Lake City and duly received and placed on file by the Convention.

Report of Committee on Foreign Extension

By John Barrett, Chairman

IT is a pleasure to present upon behalf of the Committee on Foreign Extension of the International Association of Rotary Clubs a report covering the activities of that committee during the few months that have past since it came into existence.

Rotary was started in the United States and the great proportion of its membership is in that country, but there are clubs in Canada, Great Britain, Cuba, Uruguay, Porto Rico, Hawaiian Islands, the Philippines. These other clubs outside the United States were organized almost spontaneously and without adherence to any fixt program of preparation or definite rules of procedure.

Foreign extension, however, has gone so far that there can be no turning back. With the International Association already powerful and progressive in the United States, in Canada, in Great Britain and Ireland, and in Cuba, and with fully organized clubs in such widely divergent points as Hongkong, China, and Montevideo, Uruguay; and with the preliminary steps already taken in other cities in South America and in Japan, India, Australia, as well as in several countries in Europe—there can be no other policy for Rotary than to meet and master the foreign opportunity in the same spirit and with the same wisdom that inspired and developed its organization in the United States, Canada, Great Britain and Cuba.

It cannot be emphasized too strongly that Rotary is to be a mighty factor in world affairs. I have a vision of Rotary exercising its splendid influence throughout every country in the civilized world. When asked to take the chairmanship of the Committee on Foreign Extension in Rotary I hesitated because the responsibility and opportunity were so great they staggered me. It was only after I had studied carefully the principles and purposes of Rotary that I decided to accept this heavy duty. With the cooperation of President Poole and Secretary Perry and the other Rotarians who have been appointed members of this committee I hope that results may be ac-

complished which will merit not only the approval but the unlimited support of every Rotary club wherever located.

Rotary for the Whole World

Either we believe in Rotary or we do not. If we believe in it at all we should believe in it and support it to the limit. If it is good for the United States, Canada, Great Britain, and Cuba, it is good for other parts of the world. If we are trying to make Rotary the best association and club of its kind in those countries we should also prepare to make it the best association and club of its kind in the world. We should determine that its international standing and influence should be even greater than its national standing and influence.

I am ambitious enough for Rotary to want to see it become the greatest international organization of its character under the sun. There should be no halfway or secondary position for it. It should lead the field or not enter it. Its supreme purpose should be to carry to all the world the principles which, as it has proved, work so well in the United States, Canada, Great Britain, and Cuba for the good of all its members and for society in general.

Rotary of the future must be a world Rotary. Every Rotarian must have a world vision. The greatest events of all history are now ahead of us. The next ten years will mean more in the evolution of society than any previous fifty years. Let Rotary do her part.

In 1915 there was created by the Board of Directors of the International Association a Committee on Latin American Extension Work of which John Turner of Tampa, Florida, was the chairman. This committee generally concentrated its efforts upon the organization of Rotary clubs in Cuba.

In October, 1918, the Board of Directors, realizing the need for a fixt policy for the organization of new Rotary clubs in countries outside of the United States, Canada, Great Britain, and Cuba, concluded that it would be necessary to create another committee to take the place of the

old committee on Latin American extension work and to have jurisdiction over a very much greater territory.

In November, 1918, the International Board adopted a resolution discharging the Committee on Latin American Extension Work with thanks for the excellent services it had rendered, and creating a Committee on Foreign Extension to have charge of the organization of Rotary clubs in all countries outside of the United States, Canada, Great Britain, and Cuba.

Personnel of Committee

Under the authority of a resolution adopted by the Board at that meeting, President Poole appointed the following Committee on Foreign Extension:

John Barrett, Washington (D. C.) Rotary Club, Director General, Pan American Union, Chairman.

D. J. Callahan, Washington (D. C.) Rotary Club, Manager, Norfolk and Washington Steamboat Company.

Arch C. Klumph, Cleveland (Ohio) Rotary Club, President Cuyahoga Lumber Company, Past President, I. A. of R. C.

Frank L. Mulholland, Toledo (Ohio) Rotary Club, Attorney-at-Law, Past President, I. A. of R. C.

A. Gonzales del Valle, Havana (Cuba) Rotary Club, Rural Real Estate, President, Havana Rotary Club.

Walter J. Francis, Secretary, Montreal (Canada) Rotary Club, Consulting Engineer.

Chesley R. Perry, Chicago (Illinois) Rotary Club, Secretary, I. A. of R. C.

The chairman of the committee attended a meeting of the International Board held at Washington, D. C., 5, 6, and 7 December, 1918, and participated in a discussion of the policy which should be formulated to govern the work of the foreign extension of Rotary.

At that time it was agreed by the Board that the Committee on Foreign Extension should

make recommendations to the Board of Directors and formulate rules and regulations, subject to their approval, for the extension of Rotary to countries, cities, and communities where no clubs have been established, and for the organization and administration of clubs, districts, and divisions in any country, city, or community of the world, as may be deemed advisable, where such clubs are not closely related, either under the same sovereignty or to some central club, district, or division.

In other words, the Committee on Foreign Extension was given the exclusive right, subject to the order of the International Board, to supervise the organization of Rotary clubs in all countries in the world outside of the United States, Canada, British Isles, and Cuba.

By virtue of this authority, the Committee on Foreign Extension has developed a program of procedure in organizing clubs in foreign countries. Under this plan it is assumed that the organization of clubs will be initiated or suggested in one of several ways, among which are the following:

First: By special representatives of the International Association duly authorized, or by some special representative of a particular division, district, or club, duly authorized;

Second: By a Rotarian from a club already established who may be visiting some country or city where no club exists;

Third: By some person from a country or city having no club who may be visiting some club in the United States, Canada, Great Britain, Cuba, or elsewhere;

Fourth: By some person or group of persons not Rotarians but interested in the work of Rotary, who desire to establish a club, and so communicate to that effect with International Headquarters or with some Rotary club.

Rules of Procedure

Under the rules of procedure adopted by this committee and approved by the Board of Directors—

No prospective club coming under the head of foreign extension can be organized and then recognized by the International Association except when the organizer or organizers have received formal credentials or authority signed by the President and Secretary of the International Association; but a person or group of persons may petition the President and Board of Directors of the International Association for authority to organize, and when such authority is given, may proceed to organize.

All persons or groups of persons and clubs desiring to establish clubs under the head of foreign extension must make application to the Secretary of the International Association. The Secretary will give the application careful consideration and investigation and then forward it to the chairman of the Committee on Foreign Extension, who will in turn pass upon it for the final approval of the President and Board of Directors and for the issuance or refusal of necessary credentials. If special representatives have already been authorized, they are not required to make such application.

The Committee on Foreign Extension thru its chairman will, upon receipt of application from any person or group of persons for authority to organize Rotary clubs, make proper investigation and make recommendations accordingly.

Where clubs are organized the authorized organizer or organizers will first select with great

care a small group of twenty persons as prospective members. These prospective members, after having read the Constitution and By-Laws, Code of Ethics, etc., of Rotary, will go before the consular representative of the United States and also before a notary public or corresponding officer of the country, city, or community, and there make oath that they subscribe without reservation to the spirit and letter of the Constitution and By-Laws, Code of Ethics, etc., of the International Association and undertake the organization of Rotary with that action and knowledge. Having done this, they will forward by separate mail to the International Secretary duplicate copies of the oath, and upon its receipt and approval they will be written or cabled authority to proceed with the organization of a Rotary club.

Wherever possible this original group will contain at least two Americans, one Canadian, one Briton, because of the parent relationship of their countries in the International Association. No man (in view of the fact that the Association has its headquarters of administration in the United States, and its main membership among the citizens of the United States, Canada, and Great Britain) will be selected for the original group of organizers who is known to be hostile to, or unsympathetic with, or prejudiced against the governments and peoples of the United States, Canada, and Great Britain.

All persons desiring credentials to organize Rotary clubs must accompany their applications with at least five references, one of which shall be a responsible official of the government, city, or community in which the applicant resides. The facts he states in his application, and his signature, must be attested, either by a notary public or some similar official, or the local consular representative of the United States or Great Britain.

Manual for Organizers

Provision was made for the printing in English, Spanish, Portuguese, and French of a brief manual giving adequate data about foreign extension and such other information as may seem desirable for the use of organizers.

The President of the International Association, the chairman of the Committee on Foreign Extension, and the Secretary of the International Association were authorized to act as a subcommittee in all matters under the head of work of the Committee on Foreign Extension not requiring the attendance of the entire committee, it being understood that the subcommittee would make no vital change in the general plan without submitting it for approval or rejection to the other members of the committee.

These rules of procedure and this general policy of foreign extension work were discussed and adopted at a meeting of the committee held in Washington, 29 and 30 March, 1919.

A consideration of the preceding statements brings out the fact that additional legislation by the International Convention is needed in order to enable the committee to properly function.

The first paragraph of the first section of Article II of the Constitution leaves no question but that foreign extension work must be carried out and properly carried out. Under the head of "Objects" there appears this statement:

"To encourage, promote and supervise the organization of Rotary clubs in all commercial centers throughout the world."

Had there ever been opposition to foreign extension in theory and in practice, conditions have

developed so that such opposition must now heartily support foreign extension.

The creation of the original committee on Extension Work in Latin America was an act of the Board of Directors under the provisions of the Constitution giving the President and the Board the power to create special committees. The discharge of that committee and the creation and appointment of this committee was done under the same general power. It would seem, however, wise and advisable that a committee with such powers and charged with such responsibilities should have specific legislation by an annual convention of Rotary as authority for its existence and operation.

Constitutional Changes Urged

Therefore, the committee recommends that the by-laws of the International Association be amended to provide that the Committee on Foreign Extension shall be one of the standing committees of the Association. (Note: *The Salt Lake City Convention acted favorably on this recommendation.*)

The Committee further recommends the adoption of the proposed amendments to the Constitution of the International Association to provide for the organization and government of isolated clubs of national divisions, notice of which amendments has been duly given by the Committee on Constitution. (Note: *The Salt Lake City Convention acted favorably on this recommendation.*)

The Committee further recommends that these proposed amendments be supplemented by further amendments to make perfectly clear the method of procedure in foreign extension.

No section of Article III of the Constitution, entitled "Membership," covers the situation, as this article provides only for foreign extension where district governors have authority or some relationship to the situation.

Or, if it seems preferable, we would request that action of this nature be taken by the adoption of a proper resolution by the Tenth Annual Convention. (Note: *The Convention adopted the resolution as recommended.*)

In view of the vital importance to the future of Rotary of foreign extension work and the necessity for starting it upon the proper foundation, it has seemed necessary to consume a considerable amount of time and energy in making the preliminary preparations for actual work.

Satisfactory Work Accomplished

However, the committee is very glad to report that its time has not been spent exclusively in getting ready to go to work, but that a satisfactory amount of actual extension work has been accomplished.

The committee found considerable help in the very large amount of this work which had been done thru the office of the International Secretary, supplemented by the work of the members of the old Committee on Latin American Extension Work, and in many instances the work of the International Secretary and of this old committee and its individual members and representatives has been taken up without any delay.

The chairman of this committee feels very strongly the need for introducing and establishing Rotary in all countries in the world, but he feels, and other members of the committee agree with him, that the immediate opportunity is greatest in Latin America. For this reason more attention has been given to Latin American coun-

tries than to other lands since this committee began its work.

We are very pleased to report that Rotary educational work is being prosecuted in a number of countries in Central and South America by men carrying the credentials of the International Association. Rotarian Frank Lanning of Pittsburgh, to whose efforts is due the credit of the organization of the Rotary Club of San Juan, Porto Rico, is a representative of the Foreign Extension Committee in his travels thru the South American countries along the western coast. Rotarian Herbert Wilson of Toledo, who is also traveling thru South America, is an accredited representative of the Foreign Extension Committee and is sowing the seeds of Rotary.

Perhaps, however, the most fortunate piece of work which the committee accomplishes was the securing of a Latin American as a special delegate from International Rotary who will oversee the organization of Rotary clubs while upon an extended trip thru South American countries to study the business, economic, and social conditions of those countries. This gentleman is Señor Don Federico A. Pezet. He is a native of Peru and has been in the consular and diplomatic service of his country for a great many years, having spent nearly twenty years in London as consul general from Peru, and in the United States as consul and later as minister from Peru to the United States. Señor Pezet has been a resident of the city of New York for some years and became so interested in Rotary after he began the study of it that he joined the Rotary Club of New York before starting on his trip in South America.

From the efforts of these three Rotarians your committee confidently expects splendid results.

In connection with the mission of Special Representative Pezet, a resolution was adopted by the International Board of Directors at their meeting held 13 and 14 May, 1919, at Chicago, to the following effect:

"that any Rotary club organized by Special Representative Pezet shall not be invoiced for its per capita tax until the beginning of the first semi-annual period following the club's election to affiliation. It is assumed that the Salt Lake City Convention will ratify this particular action and amend Section 2 of Article IX of the Constitution so that clubs organized outside of the United States, Canada, Great Britain, and Cuba would not be required to pay a pro rated semi-annual per capita tax during the semi-annual period in which they are elected to affiliation."

Educational work looking towards the organization of Rotary clubs is being done now under the authority of your committee in the following countries: Practically every South American country, Nicaragua, Panama, Mexico, Italy, France, Spain, Holland, Belgium, South Africa, India, China, Japan, Australia, New Zealand, Ceylon, Fiji Islands, Dominican Republic. In a number of these places practically nothing has been done except to send Rotary literature to people who express an interest in the subject. In a large number, however, actual work looking towards the organization of Rotary clubs is under way.

A Word of Caution

A word of caution in regard to Foreign Extension activities may not be amiss. In view of the careful plans being worked out for foreign extension, Rotarians traveling abroad should not attempt in any shape or way to organize a Rotary club anywhere without direct and explicit permission from International Headquarters. Such Rotarians should not even suggest to persons they meet in foreign cities that they should become members of a Rotary club lest there might be development of jealousies later on owing to disappointed hopes of membership in the club.

All Rotarians can and do have the privilege of looking over the situation in foreign cities and making recommendations to International Headquarters regarding the readiness of the city for a Rotary club, and in regard to individuals in such city who appear to be good personnel for membership in such club.

All Rotary clubs and all Rotarians are also cautioned against advising any foreigners, who may be their guests, to organize Rotary clubs without having the full permission and authority of International Headquarters and without being certain that such persons would be the right ones to undertake the organization work.

This does not mean that Rotarians traveling abroad or entertaining foreigners in the United States, Canada, Great Britain and Cuba should not do everything they can to spread the fame and sing the praises of Rotary, but such work should be done in a general manner and the specific matters of organization, selections for membership, etc., left to the direction of the Foreign Extension Committee. It may be unfortunate if these things are not all done in a thoroughly systematic way.

In conclusion, your committee expresses the

earnest hope that every Rotarian will recognize, as it recognizes, the supreme importance of foreign extension of Rotary and the necessity that this foreign extension shall be properly safeguarded so that Rotary in any country where it is established shall occupy the same high position which it occupies in the three countries which gave birth to the International Association.

Field is the World

The scope of the work of the Committee on Foreign Extension is world wide. We do not feel any hesitancy in saying that this committee is charged with as big a responsibility and as grave a duty as any committee in the Association. Nor do we hesitate to predict that the effort of this committee, if carried out as it has been started, will redound to the credit of Rotary in all countries.

There is no question of the importance of the Latin American opportunity for Rotary. That part of the world is on the verge of a great economic, commercial, and material development and also on the verge of a great social, educational, and political development. It is bound to the United States and Canada with the ties of Pan Americanism, which stand for the solidarity of the western hemisphere. Fifteen of the twenty governments and peoples of Central and South America morally and openly stood with the United States and Canada and the other Allies in the World War, while in the remaining five countries the true public sentiment was undoubtedly with the Allies.

The strength and solidarity of the Americas, for their common good and for the good of the world, demands that special attention be given to the organization of Rotary in these countries of South America.

France, Spain, Italy, Japan, China, Australia, and many other lands also offer inviting opportunities, but the first great need of the moment is the extension of Rotary to Latin America.

Realizing this, your committee has concentrated its efforts in the few months that it has been in existence upon the work of establishing Rotary upon the right foundation in the countries to the south.

We regret that lack of time prevented us from accomplishing more. We are pleased to be able to report the accomplishment of so much.

Note: The above report was presented to the International Rotary Convention at Salt Lake City. It was received and filed and its recommendations adopted.

Report of Committee on Work Among Boys

By John Dolph, Chairman

YOUR Committee brings to the Annual Convention a high degree of enthusiasm for, and appreciation of the remarkable progress that has been made throughout the Rotary year in boys' work. Many clubs have made boys' work their major activity. Probably no phase of Rotary work has been more in the minds of our people. Rotarians generally have been favorably influenced both from within the organization, as well from without to take an interest in boys, and to become active in their behalf.

We hoped and fully expected to enumerate and classify in greater or less detail the various activities and achievements of the clubs in boys' work, but when we tell you that in most of the districts, under the direction and co-operation of the district governors and committees, boys'

work constituted one of the important elements in their conference program; and that every single club in many districts have been active, you can readily appreciate that the limit of this report make the task most impractical. We want to express, however, our appreciation of the encouragement given us by the International Board, club officials, and individual Rotarians on all occasions.

Our experience with war problems has revealed conditions that not only demand serious consideration, but also emphasize as never before, the importance of boys' work in its relation to the successful solution of many important national problems.

The very high percentage of rejections for military and naval service on account of physical

disability has made a deep and lasting impression on the people of the Allied Nations. England proposes "extensive provision for compulsory physical education." The Government of France has appointed a National Committee to consider plans for the development of the health of the boys of the country. In America the United States Congress, and the State Legislatures everywhere are responding to an aroused public sentiment that is demanding legislation having for its object a marked improvement in the physical condition of our boys.

Civilization has begun to realize that the great public health problem is not necessarily the prevention and cure of disease, but rather the development of health, and in its work for boys,

Rotary is bound to become a leading factor in every community in practical health work.

Organization at Headquarters

When the nations fully realize the economic advantages of vocational guidance and education, boys will not be permitted to leave the public schools, as they now do in large numbers, to seek employment of any and every kind without regard to their adaptability or qualifications. The vocational idea is fundamental in Rotary, and on account of its practicability, vocational work among boys presents to Rotary a simple and yet most valuable opportunity to serve society.

Your committee assumes that the report on boys' work that was adopted at Kansas City last year has been and is accepted as a basis for constructive boys' work in Rotary. We deem it advisable to repeat by way of emphasis some of the recommendations made last year. They were (1) the development of good citizenship, (2) the discovery of and meeting the greatest need in the boy life of the community, and (3) the promotion of new activities by co-operating with existing agencies—rather than being used by them—thus keeping Rotary free to take an interest in every movement having the welfare of the boy at heart.

A more complete development at Headquarters of a Department on Boys' work is necessary, and we recommend that the International Board be authorized to employ an Executive Secretary, who shall have charge of the Department under the direction of the Board, and who shall co-operate at all times with the International Committee on Boys' Work.

Organization in Districts

We think it most advisable that district governors should organize, immediately following the International Convention, district committees on work among the boys, made up of representatives from such divisions of each district as can be made to advantage.

- Every District Committee should "sell" boys' work so effectively to every Rotary club in their respective districts that an active boys' work committee in every club would be the result.
- Every local boys' work committee should not only be urged but assisted by the district committee in making a survey of boy life, as planned by the International Committee. This survey should be revised annually, and would thus become a record of progress.
- Each district committee should see that boys' work receives due attention at its annual district conference, and arrange and direct that part of the program.
- Assistance should be given by the district committees in securing speakers and attractive features for special boys' work meetings in local clubs.
- Annual conferences of the boys work committees of the clubs in each district might be held with profit in the fall of each year, or as a part of the regular district conferences.

Organization in Local Clubs

Your Committee has received many suggestions with respect to the development of boys' work in local clubs, and the necessity for a definite program. After careful consideration we find it impracticable to do more than to suggest and to urge the organization of boys' work along

certain specific lines, which we are confident will enable each and every club to properly and fully care for the local needs.

The first essential is a carefully selected standing committee whose membership should be changed only for cause. In the selection of the committee, preference should be given to those with practical experience and a knowledge of boy-life. This committee should have charge of the entire boys' work program of the club.

To make a comprehensive program on boys' work effective, certain sub-committees are essential, and we recommend the following:

A COMMITTEE ON SURVEY.

- A complete survey of the boy-life of a city is essential to disclose the local needs, for which blanks are provided. Particulars called for can be obtained by reference to school and court records, and to organizations having an interest in boys.

A COMMITTEE ON PHYSICAL DEVELOPMENT.

- This committee would co-operate with the public schools, play-grounds, and other recreation centers, including organizations working for boys, and should give particular attention to physical culture and education. If not legally establish the committee should strive to make physical education in the public schools not only practical but compulsory.

A COMMITTEE ON PUBLIC HEALTH.

- A comprehensive plan to arouse a public sentiment favorable to individual and community health work is most desirable. This committee should interest itself in social hygiene, and more particularly as it relates to venereal diseases, and should accelerate the work by close co-operation with the Health Department.

A COMMITTEE ON VOCATIONAL EDUCATION.

- This committee should co-operate with the National Society for Vocational Education and with the public schools, with



W. R. McFarland of Denver, 1918-19 governor of District No. 21, and his wife. Photo by C. D. Brown of Denver.



Joe Turner of Roanoke, Va., farmer member, who believes in constructive rather than salvage work among boys. Photo by Gus Spong.

a view to promoting the establishment of pre-vocational schools, and bringing as far as possible trade schools within the reach of all boys who need them. The methods of employment bureaus and agencies—public and private—dealing with boys, should be kept under observation, and assisted when advisable.

A COMMITTEE ON JUVENILE DELINQUENCY.

- This committee should co-operate with the leading special service organizations and institutions and with the courts that have jurisdiction in delinquency cases.

A COMMITTEE ON NATIONALIZATION AND SPARE TIME EDUCATION.

- The work of this committee applies generally to the children of foreign born parents.

A COMMITTEE ON LEGISLATION.

- This committee would watch and direct legislation, and see to its enforcement. It should also co-operate with the various national associations that are behind legislation affecting boys.

A COMMITTEE ON PUBLICITY.

- Probably the greatest service that can be rendered by Rotary clubs lies in the opportunity to awaken the conscience of every community to a full realization of its duty to the boy. This committee should assume this responsibility. By co-operation with the local papers, public meetings, the distribution of literature, and in many other ways, markt progress can be made.

Cooperation With Other Agencies

The above sub-committees are suggested in order that all clubs may be properly equipt to care for every local condition that may arise anywhere as shown by the boys survey and to carry out to the best advantage such boys' work activities as any club may decide upon. We are confident local clubs will also find it advisable to organize advisory councils composed of representatives of the committees on boys' work, and all approved organizations working for boys, together with such other prominent citizens as are known to be interested in boys, and we so recommend.

Further than all this, your Committee has not overlookt the great problem of moral education. We believe that notwithstanding the responsibilities of the home, the school, and the church, there is much work that can be accomplisht by Rotary clubs. The time has come, in our opinion, when morality must be taught positively, and not negatively as in the past, and it is our suggestion that this phase of boys' work be given careful consideration by the International Committee next year.

Your Committee would have Rotary view the boy problem in its broadest sense. It is the nation's problem and not the problem of any one organization. Rotary is however especially qualified to render good service to the cause, by emphasizing the place of the church, the home, the school, legislation, Boy Scouting, Boys clubs, the Y. M. C. A., the law-enforcement agencies, etc. They all contribute to the solution of the boy problem, and we urge Rotarians to familiarize themselves with these agencies, and their well-defined fields of work, in order that each club may encourage co-operation and emphasis upon

the types of work that are more specifically needed in its own community.

Finally it is apparent to your Committee that the time is near when each nation must more fully recognize the importance to its own future welfare, of the proper training and development of its boys, more particularly because modern

city life has in a greater or less degree diverted the responsibility for the development of those human qualities which make for character and success; and sooner or later each state will see the necessity of taking upon itself the co-ordination of all child-helping welfare agencies and organizations, including the public and private

schools, not only to the end that the vocational aptitudes of the boys may be studied and determined scientifically, but also in order that the mental, moral, and physical development of every child may be nationally directed and supervised.

Discussion on Boys' Work Committee Report

Following the presentation of the report of the Committee on Work Among Boys, by Chairman John Dolph, there was an exceptionally interesting and illuminating discussion which lasted for more than an hour, closing with the adoption of a resolution offered by George Dugan of Albany, approving the report and all its recommendations. (This resolution is printed in full among the other resolutions adopted by the Convention.) Following are extracts from the remarks made by those who discuss the report and boys' work in general:

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I believe that approximately 2,000 such boys were entertained in New England in that week, and I think that we have started a development there that John Dolph ought to be very proud of as the days go by.

You have got plenty of influence over the good boys and over the boys with good homes or with some kind of home, but you haven't got much influence at the present time over the boy who finds the gutter and the street and the ice-cream saloon and the drug store his main club.

I sat here a moment ago and wrote a little paraphrase on a song you all know:

*Boys are little prairie flowers,
Growing wilder thru the hours;
Nobody seems to guide them
When they're struggling to be men!*

J. L. DORST OF SPRINGFIELD, MISSOURI

I have been working with boys for the past twenty-five years as the Secretary of the Y. M. C. A. and I know what it is to try to interest busy men in boys. I want to caution you on one point. Our work is not finished when we have a secretary who will give his entire time for the boys' work. I know what you think—"Let the man do it, he's paid for it." But let us not forget this voluntary work that we are doing for these boys. That is the thing that counts.

S. A. HARRIS OF MEMPHIS, TENNESSEE

I am particularly anxious that boys' work be promoted among Rotarians in order that each club may have something specific that it can point to.

If we want to make citizenship, let's get back of boys' work as citizen trainers with all of our hearts and all of our souls.

RUSSELL F. GREINER OF KANSAS CITY, MISSOURI

I want to indulge in a favorite indoor sport of a Rotarian and tell you of the activity of my own club.

The Rotary Club of Kansas City has taken up the Boys' Hotel. It is a unique institution. Its mission is to provide a place for a homeless boy who wants to work and wants a chance. We are no better than any of the rest of the Rotary clubs, but we feel that we have found a mission in our home town, and among the things that the Rotary club has done for the Boys' Hotel I will cite but a few.

We raised in our own club, directly after the close of the Convention in Kansas City, about \$5,000. Only our own members contributed this money. It was to be expended not in the maintenance of that institution, but in its betterment, to make that a better place for the boys, to make those boys feel that they had some one who was interested in them.

We take the boys into our homes for Sunday dinner. We take them to picture shows and auto riding. We try to father them.

We have built in a new library room, a new game room; we have put in a new electric power washer for the laundry; we planted 256 plants in their yard; we repainted all sleeping and living

rooms in the entire building; we put comfortable benches in the lobby; we supplied all necessary equipment for re-outfitting the baseball team; we have bought new spreads, sheets and pillow cases.

The women of our club have mended hundreds of garments; our cleaner has cleaned many of them. We have given musicals and housewarmings. The Rotarian minister in our church invited sixty-five of those boys to his church for a dinner. He matched up every one of those boys with a man in our club. It would surprise you to go over and find out how many men in the Rotary club are successful now who had no more advantage than these boys. It was a wonderful meeting. I know it left its effect upon those boys.

We invite them to come to us with their problems. We are going to give each one of them a roster of our club. We want him, when he has a problem before him, to select a man in that roster and go to him and put it up to him. I tell you the business men have got to be interested in this thing. Out of that institution, eighty-five boys under draft age volunteered and went to France.

The Jew, the Gentile and the Catholic are all welcome in this institution. They conduct devotional exercises every Sunday morning. This is conducted by the boys themselves. They take up any problems they may have, and out of the 2,500 of those boys of the street that we have handled in that institution, only twenty-five have gone wrong.

J. R. HOBBS OF GREAT FALLS, MONTANA

To use an expression somewhat prevalent in Montana, when we start the boys' work in our Rotary Clubs we are double-shooting the terms; we are going to make Rotarians of the members of our clubs and make men out of ourselves. Education of Rotarians as to Rotary lies in partnership and personal service.

That is the spirit that we have got to get into the Rotary club boys' work—not to send a man's driver or chauffeur or some boy, but to go himself, and if he ever goes once, you will have to fight to keep him away from it.

J. H. BEVERIDGE OF OMAHA, NEBRASKA

The most interesting talks that we hear in the Rotary Clubs are those that we hear from our own members when they are telling us how they started in business, of the difficulties they had and the way they surmounted them, and the business that they have developed. We have agreed in the Omaha Rotary Club that every man, when he is called upon, will go out at least once a month and visit two or three scout troops (he can do two or three in an evening) and tell them the same story he has told to the Rotarians.

W. D. BIGGERS OF DETROIT, MICHIGAN

We have in Rotary 45,000 boys' clubs, one in the family of every Rotarian. About six weeks ago I was in a sleeper on my way to Omaha. A soldier sitting there turned to me and another Rotarian and said, "I see both of you men are Rotarians." We talked with the young man. He was the son of a Lincoln (Nebraska) Rotarian. He was returning to Lincoln to take the place in business of his father who had just died, and he stated, "I would rather be a Rotarian than anything else I know of."

We are now in the second stage of Rotary. We have been conducting our Rotary clubs for about fifteen years. Many of us thought that

we were doing this for ourselves. That incident made me feel and think that we are doing it for our sons and for the second generation. I happen to have three young married sons, one a member of the Toledo Rotary Club, and I believe that my three sons think as much of Rotary as they do of any other one thing. That is simply one phase of boys' work.

A. G. HEGGEM OF TULSA, OKLAHOMA

You have heard the speakers from the large cities. There is also a boy problem in the smaller town. We have it in Tulsa. We have tried in several ways to reach that problem, and finally we have found a successful way.

I am talking now particularly of the boy who needs help more than anything else, the one who has no home influence, the one that the police pick up, the one who sleeps in a dry goods box or in a warehouse, the one who has already started on a wrong career.

The others we think we can keep straight. These boys come to us. We have tried to take care of them thru the Y. M. C. A. It was a failure because the boys of the Y. M. C. A. cannot associate with such boys.

We establish a home and put a matron in charge. The boys call her mother. There are twenty-six in that home now. We have architectural plans for a larger home to take care of more boys. I think it will be built soon. The plan is to establish the independence of the boy. He is charged one-half of his earnings for his board and lodging. The other half is to use as he will, but he gives it all to the matron, and if he wants money he asks her for it and she asks him why he wants it, the same as a mother would.

For a number of the boys we get jobs if they are old enough. We get them good jobs and they have made good almost without exception.

We have one boy now who is about thirteen years old. We had to start him in the first grade in school. We had to give him some medical attention, treat his throat, adenoids, etc. He was stupid. He is going right thru and is rapidly gaining the same place that any normal boy of his age would have.

The Rotary Club at Tulsa is sponsoring this work. We have a committee on this boys' home. This committee announces that they need money. Members of the club subscribe as they will. There is no obligation on any member of the club to subscribe. We have a fixed rule in our club not to pass the hat. It is free-will donations.

W. H. SEDGEWICK OF HAMILTON, ONTARIO

In our club we have given very particular attention to boys' work. We have done what we could to better the institutions already in existence. For example, in connection with our children's work, our club raised sufficient funds to engage a new and additional officer. We investigated conditions in connection with the children's shelter and found conditions there that were a disgrace to our city, and we are now engaged in raising money to make the new shelter a place where decent morality can be maintained.

I want to speak of two particular activities in connection with our work among boys. One is in connection with the work among the sons of men who have fallen overseas. We have held two annual banquets to which we have invited all the sons between the ages of eight and fourteen whose fathers have fallen overseas. The first year we had seventy; the next year we had over one hundred and ten. Each boy was brought

the types of work that are more specifically needed in its own community.

Finally it is apparent to your Committee that the time is near when each nation must more fully recognize the importance to its own future welfare, of the proper training and development of its boys, more particularly because modern

city life has in a greater or less degree diverted the responsibility for the development of those human qualities which make for character and success; and sooner or later each state will see the necessity of taking upon itself the co-ordination of all child-helping welfare agencies and organizations, including the public and private

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I believe that approximately 2,000 such boys were entertained in New England in that week, and I think that we have started a development there that John Dolph ought to be very proud of as the days go by.

You have got plenty of influence over the good boys and over the boys with good homes or with some kind of home, but you haven't got much influence at the present time over the boy who finds the gutter and the street and the ice-cream saloon and the drug store his main club.

I sat here a moment ago and wrote a little paraphrase on a song you all know:

*Boys are little prairie flowers,
Growing wilder thru the hours;
Nobody seems to guide them
When they're struggling to be men!*

J. L. DORST OF SPRINGFIELD, MISSOURI

I have been working with boys for the past twenty-five years as the Secretary of the Y. M. C. A. and I know what it is to try to interest busy men in boys. I want to caution you on one point. Our work is not finished when we have a secretary who will give his entire time for the boys' work. I know what you think—"Let the man do it, he's paid for it." But let us not forget this voluntary work that we are doing for these boys. That is the thing that counts.

S. A. HARRIS OF MEMPHIS, TENNESSEE

I am particularly anxious that boys' work be promoted among Rotarians in order that each club may have something specific that it can point to.

If we want to make citizenship, let's get back of boys' work as citizen trainers with all of our hearts and all of our souls.

RUSSELL F. GREINER OF KANSAS CITY, MISSOURI

I want to indulge in a favorite indoor sport of a Rotarian and tell you of the activity of my own club.

The Rotary Club of Kansas City has taken up the Boys' Hotel. It is a unique institution. Its mission is to provide a place for a homeless boy who wants to work and wants a chance. We are no better than any of the rest of the Rotary clubs, but we feel that we have found a mission in our home town, and among the things that the Rotary club has done for the Boys' Hotel I will cite but a few.

We raised in our own club, directly after the close of the Convention in Kansas City, about \$5,000. Only our own members contributed this money. It was to be expended not in the maintenance of that institution, but in its betterment, to make that a better place for the boys, to make those boys feel that they had some one who was interested in them.

We take the boys into our homes for Sunday dinner. We take them to picture shows and auto riding. We try to father them.

We have built in a new library room, a new game room; we have put in a new electric power washer for the laundry; we planted 256 plants in their yard; we repainted all sleeping and living

rooms in the entire building; we put comfortable benches in the lobby; we supplied all necessary equipment for re-outfitting the baseball team; we have bought new spreads, sheets and pillow cases.

The women of our club have mended hundreds of garments; our cleaner has cleaned many of them. We have given musicals and housewarmings. The Rotarian minister in our church invited sixty-five of those boys to his church for a dinner. He matched up every one of those boys with a man in our club. It would surprise you to go over and find out how many men in the Rotary club are successful now who had no more advantage than these boys. It was a wonderful meeting. I know it left its effect upon those boys.

We invite them to come to us with their problems. We are going to give each one of them a roster of our club. We want him, when he has a problem before him, to select a man in that roster and go to him and put it up to him. I tell you the business men have got to be interested in this thing. Out of that institution, eighty-five boys under draft age volunteered and went to France.

The Jew, the Gentile and the Catholic are all welcome in this institution. They conduct devotional exercises every Sunday morning. This is conducted by the boys themselves. They take up any problems they may have, and out of the 2,500 of those boys of the street that we have handled in that institution, only twenty-five have gone wrong.

J. R. HOBBINS OF GREAT FALLS, MONTANA

To use an expression somewhat prevalent in Montana, when we start the boys' work in our Rotary Clubs we are double-shooting the terms; we are going to make Rotarians of the members of our clubs and make men out of ourselves. Education of Rotarians as to Rotary lies in partnership and personal service.

That is the spirit that we have got to get into the Rotary club boys' work—not to send a man's driver or chauffeur or some boy, but to go himself, and if he ever goes once, you will have to fight to keep him away from it.

J. H. BEVERIDGE OF OMAHA, NEBRASKA

The most interesting talks that we hear in the Rotary Clubs are those that we hear from our own members when they are telling us how they started in business, of the difficulties they had and the way they surmounted them, and the business that they have developed. We have agreed in the Omaha Rotary Club that every man, when he is called upon, will go out at least once a month and visit two or three scout troops (he can do two or three in an evening) and tell them the same story he has told to the Rotarians.

W. D. BIGGERS OF DETROIT, MICHIGAN

We have in Rotary 45,000 boys' clubs, one in the family of every Rotarian. About six weeks ago I was in a sleeper on my way to Omaha. A soldier sitting there turned to me and another Rotarian and said, "I see both of you men are Rotarians." We talked with the young man. He was the son of a Lincoln (Nebraska) Rotarian. He was returning to Lincoln to take the place in business of his father who had just died, and he stated, "I would rather be a Rotarian than anything else I know of."

We are now in the second stage of Rotary. We have been conducting our Rotary clubs for about fifteen years. Many of us thought that

we were doing this for ourselves. That incident made me feel and think that we are doing it for our sons and for the second generation. I happen to have three young married sons, one a member of the Toledo Rotary Club, and I believe that my three sons think as much of Rotary as they do of any other one thing. That is simply one phase of boys' work.

A. G. HEGGEM OF TULSA, OKLAHOMA

You have heard the speakers from the large cities. There is also a boy problem in the smaller town. We have it in Tulsa. We have tried in several ways to reach that problem, and finally we have found a successful way.

I am talking now particularly of the boy who needs help more than anything else, the one who has no home influence, the one that the police pick up, the one who sleeps in a dry goods box or in a warehouse, the one who has already started on a wrong career.

The others we think we can keep straight. These boys come to us. We have tried to take care of them thru the Y. M. C. A. It was a failure because the boys of the Y. M. C. A. cannot associate with such boys.

We establish a home and put a matron in charge. The boys call her mother. There are twenty-six in that home now. We have architectural plans for a larger home to take care of more boys. I think it will be built soon. The plan is to establish the independence of the boy. He is charged one-half of his earnings for his board and lodging. The other half is to use as he will, but he gives it all to the matron, and if he wants money he asks her for it and she asks him why he wants it, the same as a mother would.

For a number of the boys we get jobs if they are old enough. We get them good jobs and they have made good almost without exception.

We have one boy now who is about thirteen years old. We had to start him in the first grade in school. We had to give him some medical attention, treat his throat, adenoids, etc. He was stupid. He is going right thru and is rapidly gaining the same place that any normal boy of his age would have.

The Rotary Club at Tulsa is sponsoring this work. We have a committee on this boys' home. This committee announces that they need money. Members of the club subscribe as they will. There is no obligation on any member of the club to subscribe. We have a fixed rule in our club not to pass the hat. It is free-will donations.

W. H. SEDGEWICK OF HAMILTON, ONTARIO

In our club we have given very particular attention to boys' work. We have done what we could to better the institutions already in existence. For example, in connection with our children's work, our club raised sufficient funds to engage a new and additional officer. We investigated conditions in connection with the children's shelter and found conditions there that were a disgrace to our city, and we are now engaged in raising money to make the new shelter a place where decent morality can be maintained.

I want to speak of two particular activities in connection with our work among boys. One is in connection with the work among the sons of men who have fallen overseas. We have held two annual banquets to which we have invited all the sons between the ages of eight and fourteen whose fathers have fallen overseas. The first year we had seventy; the next year we had over one hundred and ten. Each boy was brought

to that dinner by a Rotarian and that Rotarian was expected, and in the majority of cases has done so, to keep in personal touch with that boy—not in any paternal spirit, but that the boy might have counsel and help in the time of his necessity. We are going to continue that for the future.

The other particular development of our work was this: We have another "Big Brother" committee whose work it is to give attention particularly to the class to which the previous speaker has referred. At every session of the children's court in our city, there is in attendance a committee of Rotarians. Every boy who is brought before the magistrate for sentence, or whose case is brought there, is made the special charge of a member of that committee. In that way we have kept them out of jail, we have kept them out of the houses of reform, and in the same way in connection with our soldiers' boys' work, we are trying to give those boys the direction and the guidance that is needed to make good citizens of them.

EMMETT BROWN OF CLEBURNE, TEXAS

I speak as a representative of a little town of approximately seventeen or eighteen thousand population, in which undoubtedly there must be some lever working toward the raising of the citizenship. When I tell you that until the war took the larger boys from the school, we had increased the average attendance in the schools of the city upon the part of the males subject to instruction, from 31 to 52 per cent, you will be surprised.

The trouble in the small town is that everybody knows everybody else's business. Had the Rotary Club of Cleburne, Texas, espoused charter changes as a club, *per se*, they would never have been adopted, but as individuals working here and there, coming together for conference from week to week, they brought about a condition which made it possible for the city to adopt a charter looking to this very object of taking care of its young manhood and young womanhood, and each man found a definite purpose in the work and was assigned definite objects to be accomplished.

J. W. PORTER OF LEXINGTON, KENTUCKY

I did not give John Dolph and his committee the assistance that I wanted to give him. In looking over the boy problem, the Louisville Rotary Club found that there were many boys who were not able to finish their high school education because of a lack of means. Under the direction of the president of the Louisville Club during the past year there was raised a fund, or there was started the foundation for a fund, which it is hoped will grow as the years go by; this fund can be used to assist those boys who, because of lack of means, are compelled to leave high school before their high school education is completed. I submit that that is one of the practical ways in which the Rotary club of every city may be able to help the boy problem.

GUY GUNDAKER OF PHILADELPHIA, PENNSYLVANIA

There is the criticism constantly heard that the business men of today are so much occupied with their business, their commercial organization, and with community service work, that they neglect their most priceless possession—their children. In our work for boys, let Rotarians not forget their own boys.

E. Mitchell Hodges of Philadelphia told the story in *The North American* in which he said

that he was traveling on a railroad train and he came in contact with one of the most prosperous business men of the town. This business man in the course of conversation said, "Lee, would you like to know what I'm going to give my boy for Christmas?" Hodges said, "Yes," and he thought what a fat check that father could give to that boy, and as the gentleman pulled out his wallet he took from it a piece of paper and handed it to Hodges. This is what Hodges read:

"To my dear son: I give to you one hour of each week day and two hours of my Sunday to be yours, to be used as you want it without interference of any kind whatsoever."

Hodges thought, "I wonder what that boy would feel and think when on Christmas morning he looks at that slip of paper. If he is the average boy he will be very much dissatisfied. If he is an unusual boy he will realize that his father has given him something that he can never repay."

"How did you happen to reach the decision to give that present?" Hodges asked.

He said: "One day I was seated in my office and a human derelict came in to see me, and when he mentioned his name I said, 'Lad, to see you like this and you with such a father!'

"Well, I have often heard said that he was a fine man," the boy answered; "all his friends have said so. I never knew him. He was so much occupied with his business and with his associations that I only saw him occasionally at meals. I never knew him."

"That made me think, and so I am going to concentrate my time on having my boy know me."

I think it is good for Rotarians to take that story. It means much, and in our boys' work don't let us forget our own boys.

Dr. Brumbaugh, who was the Governor of the State of Pennsylvania, in addressing the boys' association, finished up with this little stanza:

*"Here's to the patches of the street,
Lawbreakers of today, lawmakers of tomorrow,
Builders of cities, kings and princes of America,
My boy, your boy, everybody's boy, God bless
them all."*

JAMES FINLAY OF CHATTANOOGA, TENNESSEE

We have been moving along with the Boy Scout movement for several years. We determined we would take a course in Boy Scout



Two "boys" at the Salt Lake Convention. One is Paul Westburg, new secretary of the Rotary Club of Chicago; the other is the little son of one of the Indians brought to the Convention by the Idaho Rotarians.



work, so we arranged for one of the Rotarians to conduct that plan. We went every Friday from twelve to one for six weeks. We learned something about the Boy Scout program and its efforts. Since that time we have raised in Chattanooga \$6,000 for the boys' work this year. We have raised a like amount for each year hereafter. We have one of the most beautiful natural camps on the Tennessee River for boys that I suppose there is anywhere in the country. The Rotarians have given the supplies for this camp. We have there a main dining room for the gathering. We have one part of that camp for the boys. We have cottages for the families so that they may go there and be with the boys from time to time. So to you who are over-organized, as perhaps we were at that time, I recommend a study something along this line and see if something practical will not grow out of it.

WILLIAM ROTHENBERG OF CLEVELAND, OHIO

I want to tell you of the hope of Ohio, the Tenth District, in connection with some of its work for boys. There are almost 8,000 crippled children in Ohio, and I suppose in proportion the same number in all of the other states. We have in Ohio only two hospitals devoted to children. We are ashamed of it, but I imagine that all of you probably would be ashamed of your states for the same reason. The Rotary clubs of Ohio hope that when they come back to the International Convention next year they will be able to report to you that at least each one of our clubs has a hospital, either completed or well on its way to completion, for crippled children.

W. J. FRANCIS OF MONTREAL, CANADA

Our experience in the Montreal Rotary Club in connection with boys' work might be of interest to this gathering.

One of our highly esteemed members, John Lewis, went to the front in one of the Canadian guard regiments as a major and was killed on the field of battle. The Rotary Club of Montreal, desiring to do honor to the memory of their fellow-member, had a brass plate designed and on it were the words, "Greater love hath no man than this, that he lay down his life for his friends."

John Lewis was a Quaker, born in Philadelphia. We couldn't find a church in Montreal, that city of three-quarters of a million people, in which to place that tablet. We were offered the city hall, but declined it.

Our members have always been interested in boys' work, and after an appeal one day for assistance at the boys' farm, we decided there and then to build a building for the boys' work and in that building to place the tablet to the memory of John Lewis.

We erected the building, which cost us \$10,000. It was opened the other day, and just in passing I want to express thanks to the Rotary Club of Seattle. We designed a different tablet to go into the building, which we called the John S. Lewis memorial cottage, and having a true Rotary feeling for John Lewis' mother, who lives in Seattle, we prepared a miniature of the bronze tablet about the size of a postcard, of the same metal, and we asked the Rotarians to go and call upon that old mother in Seattle and there present her with the miniature at the very moment the tablet was being unveiled in the presence of the boys at the John Lewis memorial cottage.

The Seattle Rotarians did it, of course. I have seen the secretary since I came to this Convention. I wish I had brought along with me a copy of the letter which Lewis' mother wrote to the

Rotarians of Montreal, thanking them for having given her a part, giving her a share, in dedicating that building to boys' work in the memory of her son.

As to the use of the building, Mr. President, I will say that we have a curious condition in the province of Quebec, and this particular institution is the boys' training school, where the boys are sent for correction. We Rotarians are more or less interested in the conduct of the place. The boys are there on their honor. It is not a jail. We are now working up a scheme whereby the boys will only stay there as long as it is necessary to keep them there. The sentence is indefinite. Some of them are leaving very quickly, and I may say that every one we are taking out of that institution is making good.

J. A. TURNER OF ROANOKE, VIRGINIA

A great deal has been said here today about salvage. A great deal more has been said about constructive work among the boys. Take this thought home, fellows, put the emphasis on the constructive work and the salvage will take care of itself.

CHARLES STRADER OF LINCOLN, NEBRASKA

I happen to know the boy that Biggers talkt

about, and his father has been in my office many a time and he has talkt about the regret he has had about not being able to get near his boy. I told him to take the boy to the woods and there fight out his problem, and he did, and that is what makes that boy want to be a Rotarian.

I have two boys. I can't tune up with one of those boys, but I have a good friend, a doctor, whom that boy idolizes and worships, and he can take him off into the woods and he will tell him every secret of his heart. I have another boy who tells me everything he does. It is impossible for us sometimes to tune up with our own boys.

That leads me up to the question of the big brother. The thing that I am more interested in than anything else is for each of the 45,000 Rotarians to find a boy that he can tune up with and become his big brother. I don't care whether it is his own boy or his neighbor's boy or some boy from the street. I hope that it will be some boy from the street.

W. R. BERNARD OF HIGHLAND PARK, MICHIGAN

We believed that the people who lived in Highland Park were of the middle class and we did not think we really had a boy's problem. We

were very much surprised to find out that we did have, and the work of our committee has been to compile a list of the boys, getting names from the principals of the schools, the truant officer and the superintendent of police, and we have a list of fifty names. We have askt for volunteers among our members and have been able to place forty boys with members of Highland Park Rotarary Club.

The work of the committee has been to get a complete record of each boy's life. We have a card system by which we know almost everything that that boy ever did, good, bad and indifferent. The information is given to the Rotarian to whom the boy has been assigned, and it is up to that Rotarian to make that acquaintanceship in any way that he sees fit, to work out his problem with that individual boy without the knowledge of the boy. The boy never knows that that man is interested in him at all for any other reason than that he has a real, personal interest, that there is something in that boy that has attracted that man. I believe that we have already made a lot of headway with our boys, and I can already feel that our men have been affected more than we had hoped to affect the boys.

Report of Committee on Education

By Harold N. Rust, Chairman

The Rotary club that is the best club in exemplifying the spirit of service is the one that has found a job for the largest possible percentage of its membership. * * * The whole problem of educating Rotarians in Rotary is not entirely the issuing of pamphlets, the making of speeches, the stirring of enthusiasm, but it rests absolutely upon our ability to point along the path that an individual Rotary can travel on in the exemplification of Rotary.—Frank L. Mulholland, Rotary Club of Toledo, Ohio, at Salt Lake City Convention.

very promptly with the fact that they are out of harmony with the organization and all that it stands for and advocates.

Whatever may have been the errors and missteps in the early days of Rotary, we have now come to possess in Rotary objects and principles and ethics of the highest character. We want non-Rotarians to know something of our principles and our ethics. We are fast approaching that time when the profane as well as the elect shall understand Rotary to be always synonymous with "not for benefit or gain, but for the betterment of society and the strengthening of the Brotherhood of Man."

The other phase of the education of non-Rotarians as to Rotary can be satisfactorily dispist with the thought that if our principles are sound, and our aims commendable,—then they are equally so for those without as well as those within, and the Parable of the Leaven becomes a keynote of the ambitions of Rotary.

Education of Rotarians

It goes without saying, that our ambitions can only be consummated by the proper education in Rotary principles and ethics of those we elect

to our membership, and the solution of this problem solves the whole scope and field of Rotary, and becomes the only reason for the continuance of the organization.

On the matter of the education of our members, we have had advanced from various sources all varieties and forms of ideas that it would seem the human mind is capable of.

Ordinarily under such conditions it might seem that the problem is to select that scheme or method of those advanced which is best calculated to acquire the result sought; but if we stop to consider the hundreds of various communities with their different conditions and their different problems, it becomes somewhat impossible to establish a hard and fast method equally applicable for the guidance of all,—and so diverse methods to accomplish the same result are absolutely necessary to a proper solution of the problem.

A matter of four or five years ago Rotary had no literature whatever which seemed fundamental as to educational matters, but starting with the very excellent report of the Committee on Education in Cincinnati in 1916, the organization has advanced by leaps and bounds in this respect, which must be held more important than all others, if the future of Rotary is to be assured and maintained.

We then have as a foundation of education in Rotary our printed lexicon or "Education Pamphlets for Rotarians." These provide an all-sufficient basis for the general teaching of the ethics and principles of Rotary, its ambitions and aspirations, to Rotarians.

Starting with his election to membership, the new member should be supplied with these pamphlets [Note by International Secretary: This is being done and has been done since 1916], and should have thoroly imprest upon his mind, by his initiatory and official welcome into the organization,—that a close perusal and study of these are part of his obligation to the organization in

becoming a member thereof; he should not, however, be placed entirely upon his own resources for the assimilation of the ideas contained in the pamphlets; it should on the contrary be assumed, whether correctly or not, that he is not entirely qualified, unassisted, to absorb the true depth of meaning, but should be looked upon as a student whose degree of success is entirely dependent on the instruction of those who are qualified teachers on the subject.

This brings us to the thought that we must have in each of the Rotary clubs a selected few qualified and designated as a committee to take charge of the education of new members, so that in the shortest possible time, in accordance with their possibilities, they may be brought to a realization of the true meaning and true duty of Rotarian membership.

Rotary Speakers' Directory

There is an axiom that "A prophet is not without honor save in his own country." We must, therefore, assume that the acquaintanceship and comradeship of new members with the members of the educational committee of a club may be of such a close nature that the aforesaid new member may not take in sufficient seriousness the instruction of his chums, and so there should be, among those clubs which are located sufficiently close together, an interchange of educators to speak at stated intervals on Rotary subjects for the purpose of education, of not only these newer members, but of the entire membership of the club.

For this purpose the Committee on Education this year has endeavored to accomplish as its chief labor, a revision of the "Speakers' Pamphlet,"—containing a roster of all the clubs, designating the names of those who have been proposed by the various clubs as their best speakers on Rotary subjects, who are willing to take the trouble of an occasional journey to a nearby town for the general good of the organization and its membership.

Work For Governors

It is within the power of the district governors of the various districts, at their district conference, to impress the value of education in Rotary on the club presidents to the extent of having this work carried out in the most expeditious way, and in the way calculated to obtain the best results. So, thru the district governors, the Committee on Education would have recommended to the presidents of the various clubs a conscientious co-operation of the presidents and officers of the various clubs along the following lines:

(1) That the Rotary pamphlets be placed in the hands of each new Rotarian with direct instructions that it is part of his obligation to become thoroly conversant with them,—and that the Code of Ethics be included in this preliminary literature,—and that as a matter of absorbing new ideas as they may come up from time to time, a careful reading of *THE ROTARIAN* be imprest as an added obligation to his membership.

(2) That the Committee on Education of each of the clubs have as its primary duty the instruction of new members as to what Rotary is, and what it demands as the price of membership.

(3) That at the beginning of the year, the local Committee on Education have assigned to it one meeting per month, being solely responsible for the program of said meeting, which program shall be along educational lines for the general membership of the club.

I feel that *THE ROTARIAN*, if properly read and given the consideration which it ought to be given, would be the means of educating our people (Rotarians) more in regard to what Rotary is than any other one thing I can think of.—Francis P. Conroy, Rotary Club of Jacksonville, Fla., at Salt Lake City Convention.

(4) That the local Committee on Education at least two of these educational meetings during the year, see to it that a forceful speaker with an intimate knowledge of Rotary, be brought from some available nearby town, in order to secure the value of outside ideas and interpretation of Rotary principles and ethics.

It is the opinion of the Committee on Education, that with the above individual co-operation of the club presidents thru the guidance of the district governors, the recommendations placed before the International Association at its last meeting can be most nearly realized and the maximum amount of good result for the various clubs.

No Rituals or Sermonizing

A chairman of one of the local committees on education of one of our Eastern clubs, among certain principles which he enumerated for the method of procedure in the education of members, advanced an idea which should be most valuable to those who are going to speak on Rotary subjects before clubs. He said:

"While we recognize that, without a clear vision of our ideals and principles, Rotary can never come to its full fruition in practice, we also recognize that the greatest truths often become trite and fall on deaf ears, if too often repeated, and that, therefore, any attempt at ritualizing or sermonizing should be avoided."

We are inclined to agree most fully with this thought and were so thoroly in sympathy with the "method of procedure" suggested by him as a guidance for his committee, that a copy of it was sent to each of the district governors. We have no doubt that it proved most helpful to them when taking up with various clubs the matter of the education of members. There is only one thing that the committee saw fit to add to his general recommendation, which recommendation was also forwarded to the various district governors and later on was forwarded to the various presidents as a guide in what to remember when picking out their list of speakers, which is as follows:

"Select only those men who actually practice Rotary principles in their daily walks of life. It would be manifestly wrong to place as an educator in Rotary a member who was capable of a wonderful talk on the subject,—but who might possibly be known to the membership as one who failed to 'practice what he preacht.'"

Read Rotary's Magazine

This committee feels that it has scarcely done more during the year and in this report than to revise in a methodical way the list of speakers on Rotary subjects, and to endorse most fully the recommendations of previous committees as to the importance of a committee on education in each club, which committee should see that meetings of an educational nature are held at stated intervals, and that each and every member should be conversant with the pamphlets on Rotary education, with the Code of Ethics, pay

close attention to the wonderfully instructive articles that appear in each and every issue of *THE ROTARIAN*, and what has been omitted from this report up to the present time, but which should also be link with the pamphlets and Code of Ethics,—Arch Klumph's message to new members.

We wonder if the matter of education of new members has not been somewhat neglected during the past two years,—as to whether all Rotary clubs have not found themselves so submerged in war activities that they permitted everything in connection with the club to give place to this all important matter. We cannot help but agree that if such is the case there is every extenuation and that the wonderful work which Rotary has accomplished in various fields of activity to help win the war presents its own excuse for our inactivity in other lines. We are devoutly thankful that our organization has played such a conspicuous part in backing up the men at the front, and in keeping up the morale of our citizenry.

But now the war is over, and we again have an opportunity to take things up where we left off for the more important job, and it is sincerely hoped that the admonition of this committee as to the paramount importance of the education of members as to Rotary shall receive its full measure of consideration.

If Rotarians had not had a rather accurate knowledge of the duties imposed by citizenship, could they have been as helpful when the country over night, practically, had put upon it the task of beating down the foes of civilization and building order out of the chaos that they created? We believe not, and we are of the opinion that all Rotarians will agree with us.

What Future May Hold

Such being the case, let us bring to our mind that it may be that a greater peril than Hun conquest confronts the Rotary nations at the present time, and it may be that the efforts we made to make this world a safe place to live in were but childlike in comparison with the Herculean task which may confront us in the industrial unrest which appears to be sweeping from one side of the world to the other.

As these lines are written, our near and dear neighbors, the Canadian people, are engaged in a struggle against unreasonable demands that is trying their very soul. The future of their fair country seems to depend on the accomplishment of brave men with broad vision. It is our deepest hope that they come forth from the struggle stronger and nobler, if possible, than ever before, and we love to think of what Rotarians, thru their knowledge of the obligation of their membership, may be doing to assist in the crisis that confronts them.

How soon may such a condition confront the American people? How soon may it be necessary for us to use all our endeavors to quiet industrial unrest, to suppress anarchy, within our own fair land? It is because we do not know what problems the future holds, that we should so educate ourselves in the duties of citizenship and the privileges of birthright that we will be able, in the time of stress, to rise to whatever heights may be required to suppress and put away all that is ugly and wicked, and bring about a mutual feeling between all classes, that the important thing in life consists in "doing those things which bring the greatest good to the greatest number, and aims toward the strengthening of the Brotherhood of Man and the Fatherhood of God.

Report of Committee on Public Affairs

By W. H. Alderson, Chairman

FOR the past four years the chief business of some four-fifths of the world has been war. We were fighting for a principle—the greatest principle which ever actuated men to lay down their lives for a cause—the principle of democracy, of freedom and liberty.

We in Rotary are living for and fighting for a principle. We believe that the very fact of our existence imposes upon us certain duties to society; that the privileges vouchsafed us in the world make it incumbent upon us that we render the greatest possible service to the world. These duties are in a large sense public duties, properly coming under the head of "Public Affairs," and we must not verify the old adage that "What's everybody's business is nobody's business."

That the Rotary clubs on this side of the Atlantic have put their best efforts into the multitude of war activities there can be no question. You have sold War Bonds and have stood solidly behind Red Cross Campaigns. You have helped in the Y. M. C. A. work, also the work of greater production by way of vacant lot and farm cultivation, all of which has been a wonderful help. But have we, in pressing these inspiring and urgent governmental needs, been overlooking our duties to the community in which we live?

Community Needs Are Great

These are times when we are liable to pursue one idea only, and are inclined to look afar off and fail to see the many things at our feet which cry for attention.

Rotary is irrevocably committed to all the good work previously mentioned, but we must also remember that the thief does his best work when the public is out watching a great conflagration. We cannot afford to and we must not leave all doors open to crime, cunning, poverty and ignorance, while we watch and talk of what is going on all over the world. We have given our most earnest endeavors, our strength, our means, and some have given their lives, to the end that the Allied Cause should win, and the Huns put where they belong, but we must not forget that our community needs are even greater than in normal times.

If Chairman Farmer thought that the Public Affairs Committee for 1917 precluded any additions to the list of proper Rotary activities for 1918, we wonder what his committee left for their successors in 1919? However, since the armistice was signed many of our plans have been changed and we find ourselves being faced with new problems. Possibly the first and most important of our duties should be the

No. 1. RE-EDUCATION OR RE-FITTING OF THE RETURNED SAILOR OR SOLDIER FOR HIS NEW OCCUPATION IN LIFE

The cold figures of enlistment indicate the magnitude of the work of reconstruction—reconstruction of those who are maimed, and reconstruction of our industrial and social organisms to make place for the men returning from the war.

We must arrange to train for new occupations returned soldiers and sailors disabled in such a

way that they cannot re-engage in their former work. For instance, a miner with an arm off, a blacksmith with a spinal injury, or a textile factory employee with tuberculosis, is clearly entitled to be taught a new method of earning his living.

There is no economy in using a whole man for work that a part of a man can do as well. If we can train the public, or persuade the uninjured man that it is hardly respectable to do work that can be done by a cripple, in a short time the well man would feel much as the small boy feels about something that girls can do; that is, he respects the work itself, but taking pride in the fact that he is a boy, he cannot be induced to do it himself. There are plenty of occupations for the crippled, for the blind, even for the insane, which, being done by them, will release a stronger worker for some other line of production without interfering with the amount of product.

Study Canadian System

U. S. Technical Educators Tour the Dominion

The imminent adoption by the United States Congress of a bill providing for the vocational re-education of disabled sailors and soldiers was anticipated by the American Red Cross Institute of New York when on May 27, 1918, the director of that organization arrived in Canada with a party of thirty fully qualified and experienced vocational educators, for the purpose of giving them opportunity to observe the industrial re-education work of the Department of Soldiers' Civil Re-Establishment. The four weeks' tour of Canada by this party constituted the greater portion of the study course in the application of vocational training, in which the party were all experienced, to crippled men, the new phase with which the United States Government has to grapple.

In order that these teachers might observe in full operation the work which they would subsequently be called upon to undertake, permission was given by the Minister of Soldiers' Civil Re-Establishment and the Minister of Militia and Defense for them to visit sanatoria, vocational schools, and military hospitals in which the Department of Soldiers' Civil Re-Establishment was carrying on its training activities.

The party first visited Ottawa and listened to a summarized explanation by the headquarters chiefs of the activities of the respective branches of the Department of Soldiers' Civil Re-Establishment. Subsequently, they spent several days in the institutions at Montreal, Toronto, Winnipeg, Calgary, and Saskatoon, studying closely the methods followed and interviewing teachers, students, vocational guidance officers, medical officers, and other officials. At the conclusion of their tour they returned to Ottawa and spent two days with the headquarters officials discussing questions raised on the tour.

Personnel of Party

The party was under the direction of Douglas C. McMurtrie, Director of the American Red Cross Institute of New York, and in his company were James P. Munro, Vice-Chairman of the Federal Board for Vocational Education, the Government Department which, under the new legislation, is being charged with the responsi-

bility for the rehabilitation of disabled sailors and soldiers, Lieut.-Col. Casey S. Wood, medicomilitary attache from the Surgeon-General's Department, R. A. Little, Chairman of the United States Employes' Compensation Commission, and several very well known educationists, including two one-armed men who have made a special study of vocational training for cripples.

Special interest attaches to the reason assigned by Mr. McMurtrie as to why Canada was selected as the country in which this course of training was given. In addition to its proximity Mr. McMurtrie said that Canada was the only Allied country which had from the outset recognized the task of vocational rehabilitation as a national obligation to its disabled sailors and soldiers. Inasmuch as the American legislation is based almost exactly on the Canadian system the compliment is one of which Canada has reason to be proud.

Let us now consider some of our other duties:

No. 2. HOW ABOUT KEEPING FIT

We have all noticed the way in which the men called to the colors have re-acted to the same physical training thru which they were put. Flat chests, stooping shoulders, slouchy walks, sallow complexions, flabby muscles have disappeared, and the splendid vigor of our boys has delighted us. We had no miraculous elixir by the simple taking of which these marvels of body building came about. The results were obtained by our boys spending much time in the open air, sufficient time to sleep, body-building exercises, a plentiful supply of good food, entire prohibition of harmful drink, and the best possible reasons for social decency.

Thousands of men from the Army and Navy will have returned to private life before the first anniversary of Germany's defeat. They come from overseas, from camp and cantonments, those of them who have not suffered casualties, husky, hearty, strong and clean. They are bigger, heavier men; they have had to be provided, in many cases, with larger clothes in consequence.

No sane citizen would desire to have these reconstructed men de-constructed to their previous physical condition. To make good in peace we need just the same clean vigor as that which made good in war. Better work, better living, a better nation—all may be ours by reason of the army training, if we get awake.

But where, how, when, are the returned soldiers to have opportunity to keep themselves fit? What city, what town, has enough and suitable "gym" facilities ready and open for them? The parks? They go out of business during the Winter! The Y. M. C. A. provisions? They cannot care for more than a fraction of the number of boys who need their facilities.

Rotarians the world over believe in healthy, clean, husky citizens; they fear the reaction to flabby muscles and flabby brains in the absence of incentive and facilities for maintaining the muscular morale of our demobilizing armies.

It is suggested that every community which was willing to buy war bonds in order to keep these men fighting to destroy the enemy, ought now to be as willing to spend one per cent as much on organized facilities for recreation and

physical betterment, which would easily double the working ability of the returned soldiers. Successful recreation must be physically and socially attractive; it must not be "charity."

No. 3. DANGER IN WAR MEMORIALS

It is an evidence of fine spirit that all over United States and Canada there has arisen a desire to commemorate in some permanent way the patriotism and devotion of our soldiers. That the exercise of this fine spirit may result unfortunately has been already made clear.

Too often the desire to erect a memorial is seized upon by those who have iron, bronze, or stone for sale in weird forms of what they call "art." Crude design, mawkish sentimentality, inappropriate placing, bad ideals, may and often do find a controlling place in these commercial stimulations of a fine patriotic impulse. "Ready-made" art is bad enough, but hardly as bad as the machine-made originality offered instead.

Many organizations exist for the purpose of making the United States and Canada better places in which to live, and in pursuance of this aim it is earnestly desired that all works of art placed permanently in the public eye are sound in design and effectively located. The question of designs for War Memorials should be carefully considered and specific advice obtained so that dangers may be avoided and a safe procedure followed.

Meanwhile, it is in order to urge that no sudden action be undertaken involving either the purchase of ready-made or uncertain designs or structures, and that not an inch of our all-tooscarcy open spaces in cities be given up to such designs or memorials until and unless both memorial and position have been critically considered and approved by an admittedly competent art jury of more than local creation. We must create such agencies for permanent usefulness in fostering such construction as will extend the idea of useful beauty—for actual beauty is immensely useful in its beneficent effect upon patriotism and personal efficiency.

It is said that in France it has been determined to forbid the erection of any War Memorials for ten years, except in Paris, where they may begin in five years.

It will be remembered that a few years ago the proper desire for better street lighting was lamentably diverted thru hasty yielding, without investigation, to the representations made by commercial interests in many cities, now consequently burdened with heavy and ornate cast-iron intrusions, carrying more lights than are either desirable or economically practicable. Let us make haste—more slowly—avoiding this danger in our War Memorials.

No. 4. TRAINING FOR CITIZENSHIP

One of the stimulating signs of the times, both in the United States and Canada, is the introduction into the schools of a course in civics. The response to this educational movement is already marked by the appearance of books on citizenship, valuable alike for school children and for persons far beyond school age.

While our soldier boys are being detained overseas they are to be drilled in something else than the study of war. They likewise are to have school courses in citizenship; they are to study problems in government, of city, state, and nation; and thru a broad course in social science they are to be prepared to discharge their community duties on the finest and best lines.

No. 5. OUR DAILY SERVICE TO THE COMMUNITY

The spirit of patriotism has been developed to such an extent in the past several years that service to the country has become one of the principles to be instilled into the minds of our children from this time forth. Meanwhile it is for us in the immediate present to utilize the sentiment which has thus been created, and which is ready to sweep forward for the public good under the impulse of the sense of victory that is upon us. Hope for the future lies in the proper directing of this throbbing love of country which has permeated the land.

No man or woman can be truly interested in world affairs and remain indifferent to home questions, and so the natural result of stimulated patriotism is a kindled civic spirit. This is everywhere apparent. The time is at hand when we must walk with patriots; when we must say, "I too serve my Nation, my State, my Town, my Community, by recognizing my obligation to help develop a better social order." Our soldiers were true to their trust. Not bye and bye, but now, let us give our civic service and our community the same ungrudging help that our soldiers gave for us.

No. 6. WE ARE THE PEOPLE

The reason why most of our civic governments range anywhere from not so good as they might be to pretty nearly as bad as they could be, is that most of us don't take enough interest in them. We leave them to be taken care of by others. We glory in being democratic, and then turn over the ordering of our streets, fire, police, public works, education, and parks departments to local autocracies. We know little or nothing of what is going on. We indulge in a smile at the aristocrat who needs a valet to help him dress, yet we never think of putting on our own civic garments!

When Theodore Roosevelt, as a very young man entering politics, was warned against going to the Republican Association of his district, as he would meet there no one but "grooms, liquor dealers and low politicians," he said: "Then these belong to the governing class and you don't. I mean to belong to the governing class if I can."

He was right. His resolve to belong to the governing class should possess us all, for democracy is only possible in proportion as its members take part in running it. When we complain of high taxes, graft, waste, inefficiency in public office and so on, we are really complaining of ourselves. We are confessing that we know and care too little about civic affairs to do our bit toward seeing that the right men are put in charge.

I want to plead with Rotary for a book to study, a primer to learn from. Rotary has a history. It has a philosophy. It has a record of achievement. But it has not been written; it has not been preserved; it has not been put into permanent literature in such a shape that we may read it. The day has come for the writing of the book of Rotary, its history, its philosophy, its achievements that we may study it and become teachers as well as students.—Henry W. Robinson, Rotary Club of New Orleans, at Salt Lake City Convention.

Every man and woman ought to belong to the governing class.

No. 7. AFTER THE SALOON—WHAT?

The saloon has been called "the poor man's club." It is a pretty miserable kind of a club that produces such misery in the home! Nevertheless, the saloon offered something that the workman wanted, or it never would have enticed and held him. That something is the genial, pleasant attractive get-together with his fellowmen. What do you suggest as a substitute?

A substitute must be found. It will vary with different locations and with different nationalities. One nationality likes oil paintings; Italians crowd to art museums; many nationalities like music, public concerts are well attended; many of the younger men of all nationalities like athletics. What is your suggestion?

We have no panacea. We are compelled to the conclusion that the church has not shown itself adequate; for one thing it is closed except on Sundays and one or two evenings a week; it is seldom open Saturday night, and, if open, is cold. The saloon is warm; it usually does business 108 hours a week.

We may add *not* to use among working men the phrase "welfare work." They dislike it. It sounds like something "highfalutin" handed down to them from above by their self-satisfied superiors, something as a sop instead of justice. What the workman wants is something he himself gets for himself. Have you anything to suggest to him?

No. 8. DON'T LET THE WAR GARDENS BECOME PEACE DESERTS.

The food controllers of United States and Canada insist that we must save and ship to Europe more food in 1919 than we did in 1918 if we are to stand up to our job. Last year, authorities say, the war gardens and vacant lot cultivation on this continent produced \$525,000,000 worth of the choicest possible home-grown food, raised so close to the table that it did not interfere at all with our tired transportation systems.

The 20,000,000 tons of food which must go across the Atlantic in 1919 to keep the wolf from the door and the bolshevik menace at its least, can only be released as we grow more of this home garden food to supply our own tables. Twice as much—a round billion dollars' worth—is necessary if we are to make our war gardens do what the food controllers request.

An abandoned war garden looks like—Belgium! We cannot afford to have anywhere in the land such examples of what Germany did to the lands over which she ran. Admittedly, a growing war garden increases the beauty of the neighborhood as well as the supply of food for the people, but an unkempt, neglected wreck provides a worse appearance than the preceding tin-can landscape and avoids the beneficent food advantage.

Nothing can more completely shame a neighborhood in 1919 than to see its war gardens turned into peace deserts.

No. 9. BETTER HOUSING CONDITIONS.

H. Addington Bruce says: "Without exception, housing reform is the problem that stands in the very forefront among all other considerations which have a bearing on the present and future welfare of the nation."

These words by an eminent medical authority are no over-statement. They are a plain statement of fact to be pondered by every good citizen.

zen. Various projects are now being discussed; sundry housing reform enterprises have already been definitely launched. Not all of these, though, really advance the solution of the problem.

At a recent meeting called to consider the question of housing reform there was a lantern-slide demonstration of what could be done, and in some places had been done, at comparatively little expense. The lecturer showed as one of his exhibits a barren, cheerless street—a street of ugly houses, with not a growing thing in it. He then showed a picture of this same street improved by the planting of trees and shrubs along the curb, and the houses remodelled into attractive cottages and double dwellings.

"All this," he proudly stated, "was done at a not excessive cost, and the houses now rent for fifty percent more than they did when the street was as you saw it in the first picture."

But what became of the dwellers in that street as it used to be? Where they benefited by the change? or being unable to meet the higher rental, did they move elsewhere, to increase slum congestion in another part of the city? On these points the lecturer said nothing.

They are the vital points. Housing reform must not have the effect of raising still further the already burdensome charges for rent. The landlords must make some sacrifice for the common good. If they do not they may expect to see the municipalities intervening to undertake adequate housing on their own account.

The poor must have a chance to live decently. The slums must go. It is not a matter of humanitarianism alone. It is a matter of public sanity and safety, in the light of the social menace now known to be constituted by the existence of the slums.

NO. 10. FOREST PROTECTION AND CONSERVATION.

Gifford Pinchot, formerly Chief Forester of the United States, and one of the dynamic figures in the forest conservation movement on this continent, said in December last:

"How can we make use of the earth in order to make its forests and waters, lands and minerals, more available for the service of humanity than ever before—more effective towards the greatest good—to the greatest number—for the longest time?" That is the fundamental question in reconstruction. The second question is: How shall the benefits from the use of the earth be distributed so that more people will be prosperous and happy than ever before?

Reconstruction is a conservation question, and cannot be handled successfully unless the conservation point of view is fully kept in mind.

In many ways the forest is the fundamental natural resource, for it not only supplies a basic raw material of modern civilization, but makes it possible for us to get and use the other raw materials which it does not itself supply. Without wood, men have not advanced beyond the Esquimaux stage. Reconstruction cannot be successfully handled by neglecting the forests.

NO. 11. FIRE PREVENTION.

The true significance of the fire waste in Canada and the United States can perhaps be best realized by comparison with the loss in foreign countries. From figures made available by the National Board of Fire Underwriters, covering the years 1912-1915, it appears that the average per capita loss in Canada exceeds that of every other nation in the world—with United States a

close second. The actual comparison is graphically shown in the following diagram:

Annual Per Capita Fire Loss

	Canada \$2.73	United States \$2.26
Spain	\$1.86	
Belgium	\$1.02	
Russia	\$0.97	
France	\$0.74	
England	\$0.64	
Norway	\$0.55	
Italy	\$0.53	
Japan	\$0.51	
Sweden	\$0.42	
Austria	\$0.32	
Germany	\$0.28	
Switzerland	\$0.13	
Netherlands	\$0.11	

Commenting upon the exceedingly small losses by fire in Great Britain during the period of the war, "Fire," the official newspaper of the National Fire Brigades Union of Great Britain says:

"The average property waste by fire is appreciably below the pre-war average, notwithstanding the immense new fire risks created by the establishment of new industries, and the employment of untrained labor, unused to the handling of high inflammables. When these facts are considered it shows conclusively that not only has Britain risen to the military occasion in the fields of warfare, but has also established the most efficient private fire protective system in the world."

NO. 12. COMMUNITY SINGING.

Music is an inspiration.

Music softens sorrow.

Music develops aspiration.

Music is "Sunshine for the Soul."

Music is to the mind what exercise is to the body—a tonic.

Rotary should undertake to develop community choruses for the whole people. In such a public

gathering caste is broken down; people share the same air, the same inspiration, and are thus drawn closer together.

AND NOW IN CONCLUSION.

It is some compensation for great evils that they enforce great lessons.

The war has shown up many evils—it should teach us many lessons. We should put away our petty jealousies and exhibit a spirit of tolerance. We should take a brotherly interest in the other fellow and his welfare.

Emerson has said: "We find in life exactly what we put in it." Therefore if we are friendly with our neighbors they will be friendly with us. If we are ready to be of service we will someday appreciate that,

Rest is not quitting
The busy career;
Rest is the fitting
Of self to its sphere;
'Tis loving and serving
The highest and best;
'Tis onward unswerving,
And that is true rest.

Note: The foregoing report of the Committee on Public Affairs of the I. A. of R. C. was presented to the Tenth Annual Convention of International Rotary, at Salt Lake City, Utah, June 17th to 20, 1919, by W. H. Alderson of Toronto Ont., as chairman of the committee. It was received with approval and the Convention recommended it to the attention of each Rotary club and each Rotarian as worthy of earnest and thoughtful study, to the end that the influence of Rotary and the activities of Rotarians shall be exerted to the accomplishment of the various betterments of society suggested by the report.

Echoes of the Convention

WHEN the clever idea popped into Hi Martin's head, a month before the Convention, that the district governors, both old and new, should gather for a love feast, the old to pat themselves on their backs, the new to be warned of the arduous labors of their forthcoming year, there was no thought of seriousness in his mind. Only truth that might welter into wit and humor in some disguise, would be allowed to pass.

So, the program was prepared during the wee hours of morning, with the heads of Hi and Bill Bamburgh close together, considering the foibles of the honorables. All of the orations were limited to 35 minutes, and there was no other compensation in the absence of some of the governors than that the time they would have occupied was stolen by those D. G.'s who had but little chance to be heard in their own districts during the past year.

Hi (and mighty) Martin was toastmaster, duly subdued and directed by the big eyes of his own dearest and bestest, seated several places to his left.

There were a few really serious talks that were allowed to creep in—the baby governors were introduced with the understanding that they should not speak, as it was the last chance of the oldsters to appear in public, and revenge would be theirs if time was stolen from them. But, some of the fresh ones insisted on saying "I thank you for your cordial greeting," which was quite true, tho not desirable to repeat.

Bill Bamburgh spoke feelingly of the position which seems to be an incubator for vice-presidents; John Dyer refrained from playing politics, and consequently won first place next day; Hi tried to show that he was unconscious of his running in a six-entry race, and did very well, too; and all of the fellows spent about as honest a three hours as they ever experienced.

Hi's wife was not the only Rotarian present: there was a wife or sweetheart with each, except a few, and the ladies, like all good wives of Rotarians, found themselves very human and happy before many moments had passed.

Then the idea occurred to some of the fellows that there should be an Alumni of District Governors, with an annual meeting at each convention, and that the meetings should take on the character of a regular Rotary meeting, with a brief dinner, and some serious thought about the work of the year past and to come. To that dinner should be invited the International president, vice-presidents, and secretary, and the candidates for such offices if there is only one, with the understanding that they shall sit still and listen. It was confidently believed that, under such inspiration, the D. G.'s could crystallize some concrete thoughts that would be keynotes of real value in Rotary. The fellows who have past from office do not cease to think, and it may be well said that the backbone of Rotary consists of the men who have served in International offices.

Report of Committee on Publicity

By Robert H. Timmons, Chairman

YOUR Committee on Publicity wishes to be clearly understood at the very outset that this report and the recommendations contained therein are based upon the *assumption* that in each of the 500 clubs of International Rotary the local committee on the Education of Rotarians as to Rotary has done its *full* duty.

We may be straining our faculty of imagination dangerously near to the breaking point in starting out with this assumption. But we were forced to start out with some kind of a premise, and we could think of no better one than to assume that each of the 45,000 men who now hold a membership in this wonderful, this powerful organization we call "Rotary," fully understands, lives daily, and conducts his business according to the Rotary Code of Ethics.

It is to be devoutly hoped that your Committee on Publicity has not made a rank and erroneous assumption in saying that *each* of these 45,000 business men from the world at large believes in and puts into execution in the conduct of his business that condense and highly concentrated bit of philosophy express in the sentence, *HE PROPITS MOST WHO SERVES BEST*. And so, for the sake of argument, granting that it is true that each of us is a real Rotarian, your committee wishes to make this observation:

Rotary's Critical Period

We believe that Rotary has reached the most critical period in its history. We have arrived at that point of time when this great organization of business men—practical idealists—either will firmly establish itself and become a tremendous, irresistible and permanent power for good in the world, or else it will gradually lose its force and effectiveness and fade and die, as have other great movements in the history of men.

Of course, we believe that if our assumption at the beginning is a true one, there is less likelihood of our passing into oblivion. But granting that each of us is at heart and in business conduct a true Rotarian, yet at this period in the history of Rotary, which is in conjunction with the most momentous period in the history of the world, the manner of handling the publicity of International Rotary and the manner of handling the publicity of each individual Rotary club will be among the determining factors as to whether Rotary lives, and by its living makes the world a better place in which democracies may live, or whether it dies and by its death makes it harder for men to enjoy life, liberty, and the pursuit of happiness.

Your committee *knows* that each true Rotarian *knows* that if the business men of the world would adopt the Rotary Code of Ethics as their rule of conduct, as their guide in commercial intercourse, the world would be a safe place for democracies; and, furthermore, that if the giving of an honest service for the dollars, pounds, francs, or kopecks received was the simple rule of business all over the world, that the men and women and children, whether in the big cities or the small hamlets, would be happier human beings.

Of course we do not say that we expect busi-

Tribute From Secretary Baker

Express to International Association of Rotary Clubs the deep appreciation of the War Department for their constant and helpful efforts to assist in assimilation of the returning army. This latter phase of Rotary cooperation compares favorably with its splendid record during the period of mobilization.

NEWTON D. BAKER,
Secretary of War.

The above telegram from the Secretary of War of the United States was sent to the Salt Lake City Rotary Convention thru William Brady, of New York, Chairman of the American Committee on Employment for Discharged Soldiers and Sailors.

ness men throughout the world to adopt our code of ethics *verbatim et literatim*, but they can build standards of practice from our code just as many men—non-Rotarians—have done within the past few years.

Not a Fantastic Ideal

Had the business world been operating according to a standard of practices which conform to our Code of Ethics, does any real Rotarian believe that we would have been plunged into a night of horrors such as lasted from August, 1914, to November, 1918?

"Fantastically ideal," did we hear some one say?

No, emphatically NO! Nothing was ever

Praise by Secretary Daniels

Will you be good enough to express to the members of the International Association of Rotary Clubs, at their session in Salt Lake City, my appreciation as Secretary of the Navy, of the public spirited, generous, and loyal service which the Rotary Clubs of America, have rendered in assisting, in manifold ways, the returning soldier and sailor.

Just as during the war we had but one concern, that was to win the war, now that it is over we have but one concern and that is to win the greatest peace and to make such a welcome for the returning soldiers and sailors as will make them appreciate the gratitude that we feel toward them and the opening of doors to larger usefulness.

Sincerely yours,

JOSEPHUS DANIELS,

Above letter sent to the Salt Lake City Rotary Convention thru William Brady of New York, Chairman of the American Committee on Employment for Discharged Soldiers and Sailors.

more practical, as many of the so-called giants of industry are now beginning to acknowledge.

The one subject right now which probably more than any other is absorbing the brain tissue of the business men of the world is that of Readjustment in America and Reconstruction in Europe. Your committee believes that Rotarians can have an influential, and should have a powerful hand in directing this Readjustment and Reconstruction. Especially do we believe that American, Canadian, Cuban, South American and English Rotarians should see to it that this readjustment of business following the war takes place without the attendant evils of readjustment of business and government as is now being witness in Russia.

What better work could we do than by precept and propaganda urge the adoption of such practices in business as will conform to our Code of Ethics,

But how is the world to be made to see the practical value of our Code of Ethics?

How were the people of the British Empire made to see the danger of German Kultur?

How were the people of America finally made to see that this same horrible thing called Kultur threatened to tear down the foundations of their liberty and engulf their happiness?

How were government bonds floated with such stupendous sums by all the liberty-loving nations of the world?

The answer to all these questions is the one word *Publicity*!

Your committee has been informed that during the past year your International Board has authorized your International Secretary to employ as one of his assistants a man who is to devote his time exclusively to the getting of the right kind of publicity for Rotary. This assistant to the secretary, we are informed, will be an expert on publicity imbued with the Spirit of Rotary, and will be constantly on the lookout for material acceptable to the magazines and newspapers of all nations—magazines and periodicals of wide circulation. An example of the kind of publicity desired is that in regard to the Angelus Prayer which appeared in the Literary Digest last year and the reproduction from *THE ROTARIAN* of Allen D. Albert's article on *Rotary and the Returned Soldier*, which was carried in many of the leading newspapers all over the United States.

Fiction as Medium

Your committee would recommend in this connection the encouragement of the writing of short stories, fiction, which carry the theme of Rotary. When handled with artistic skill, no better method could be used to teach the world what Rotary is attempting to teach: to wit, a man can be a successful, money-making business man and still have in his bosom a human heart, the strings of which are attuned to respond to the heartbeats of other human beings. Witness: *A Thin Volume*.

The publicity expert could be a liaison officer to the Committee on Publicity and the Committee

(Continued on page 113)

ACES

Universal recognition of supreme accomplishment is the result of unusual performance *often repeated*

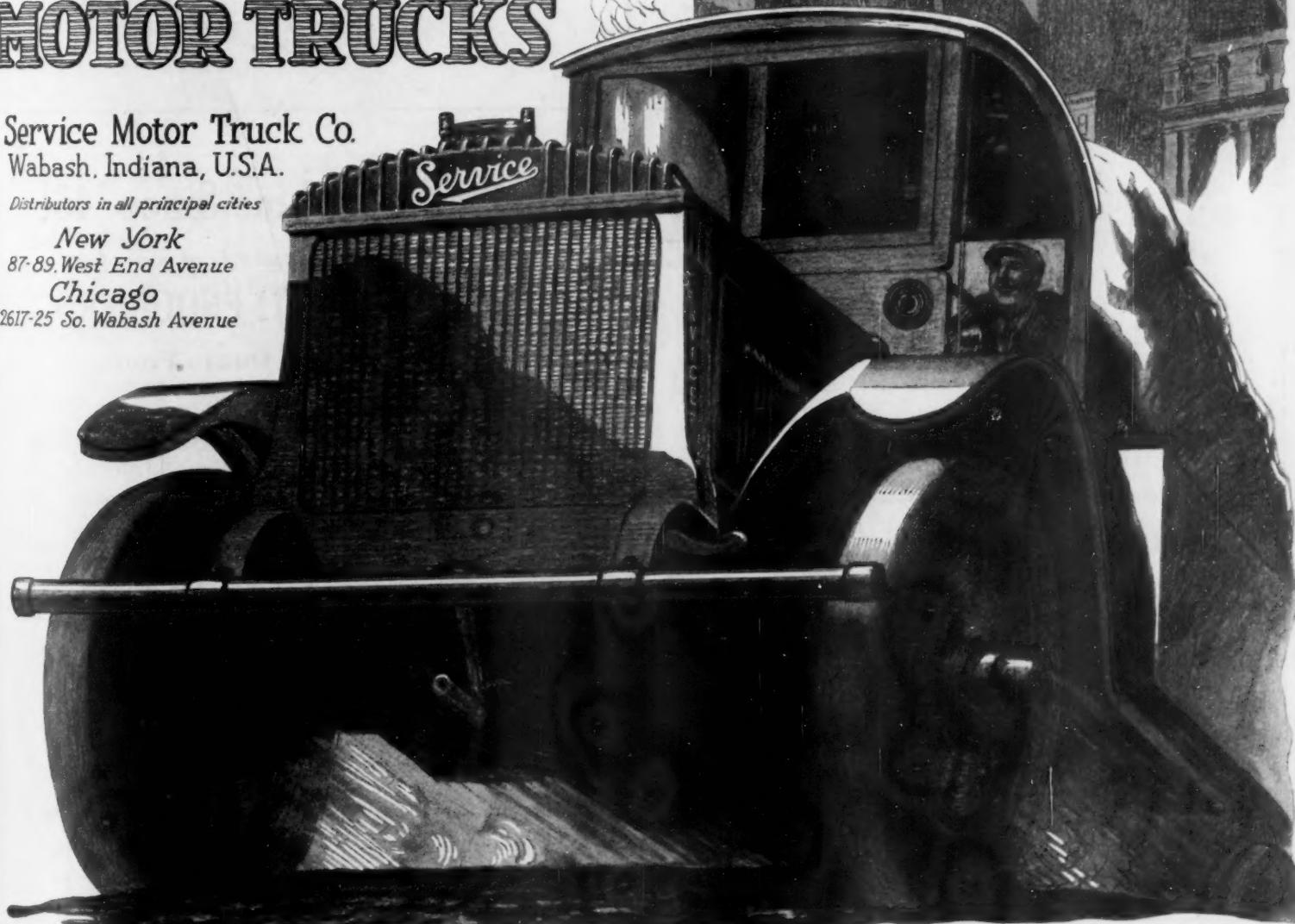
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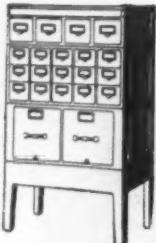




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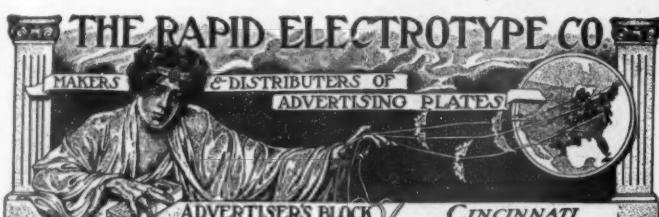


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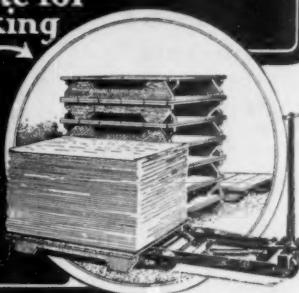


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Mission to Britain

(Continued from page 77)

Chesley Perry, after the International Secretary."

You know, fellows, Mrs. Boyd has never seen Ches Perry, so you shouldn't blame her for it. I met little Chesley there and just as the boat was leaving Mrs. Boyd very tenderly and sincerely said, "Mr. Klumph, won't you take a kiss from little Chesley to the man he was named after?"

I reacht down and very fondly kist little Chesley, but I'll be hanged if I am going to pass it on to this fellow (pointing to Secretary Perry).

While we were there at the Lord Mayor's home, and as we stood out on the lawn, he pointed across the water and said, "See that little house on the hill directly across from here? That was the home of the parents of Andrew Jackson, the boy who afterwards became president of the United States."

Visits to Scottish Clubs

That afternoon we left for Glasgow by boat and arrived in Glasgow at ten o'clock at night, were met by the officers of the Glasgow club and stayed in conference with them until long after midnight. Sunday we were in Edinburgh. Monday we attended a luncheon presided over by the president, Alexander Wilkie, now vice-president of the B. A. R. C., who attended the International Convention at Buffalo.

In the afternoon we left for Aberdeen. When we got to Aberdeen the hotel was lockt for the night and we had to ring a bell to get in, yet it was broad daylight. It doesn't get dark there until about 10:30 p. m. The officers of the Aberdeen club went into session with us and we discuss Rotary until midnight. In this way we continued to render a service to all of the local clubs that we visited.

They had a splendid luncheon meeting at Aberdeen the following noon, presided over by President Feddes.

There were about fifteen American soldiers present and I want to tell you right now that one of the most pleasant experiences that we had was meeting the boys of the American Army thru that country. At every Rotary function there were quite a number of them present. I never was so proud of our boys in my life as I was at these functions. All of them were fine looking chaps, behaving like gentlemen, and those people over there are very fond of them and very proud of them, also. Don't let me speak alone for the bays of the American or United States Army. We met just about as many boys of the Canadian Army, and when I get to the return trip I want to pay a little tribute to the soldiers of Canada, particularly the two thousand of them who were on the boat coming back with us.

In Prince Charlie's Room

After the luncheon at Aberdeen, we left for Perth. We arrived there at five o'clock and attended another big banquet in the Old Salutation Hotel, the oldest inn in Scotland. This affair by the Rotary Club of Perth was presided over by President Norrie-Milbur. It was here that the only real "royal honors" were paid to us. They told us that we might go upstairs and wash our hands in a room once occupied by Prince Charlie.

We left for Glasgow and got there at midnight. The next day we were greeted in the City Hall by the Mayor of Glasgow. We were given a splendid automobile ride that afternoon. At 6 p. m. we sat at dinner with the officers of the



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How You Are Unknowingly Killing Yourself

By FRANK D. CAREY

UNTIL seven years ago I was exactly like most other human beings—I never gave a thought to my health so long as I wasn't in actual pain. Since then, however, I have changed—for it almost cost me my life to discover that pain is Nature's final warning and usually comes too late.

In my school days I had been an athlete. Blessed by Nature with a fine physique, I seldom was bothered with even a slight disorder. I lived a moderate life, spent a great deal of time outdoors, played golf and tennis, and, as I thought, was taking every reasonable precaution against sickness.

Seven years ago I passed a life insurance examination and was accepted for a fair-sized policy. Two years later I was refused a policy. In two short years I had become a poor risk. Yet I felt that I was in prime physical condition. I had had no aches or pains, no warnings from Nature. My friends all said I looked fine, and I did. I felt fine. Yet here was the evidence of a cold, impartial company that I was NOT in good health. It made me angry, and to ease my mind I applied for insurance in another company. To my surprise, I was again turned down.

These two turn-downs made me THINK. I wondered what was wrong with me. I wondered why I had retrograded so far in two short years. And to cap the climax just about the time my old schoolmate, John Partridge, passed away—suddenly. John and I were athletic rivals. He, too, was of strong build, moderate in his habits, and seemingly a perfect example of physical efficiency. Yet he was gone, in the prime of life.

All these things scared me. I decided to consult my physician, but kept putting it off until I should find the time. I felt so well that it didn't seem necessary to go at once. So I waited and waited and WAITED. All human beings are like that, I suppose. They seek to protect their business, their automobile, their homes, but never think of themselves until FORCED to do it.

About a month later I chanced to meet "Big Bill" Jamison. Now Jamison was just the opposite type from me. He had always been pale, anemic, sickly. He was always complaining about feeling "rotten." When I met him this time, however, he seemed to have taken a new lease on life. He was the picture of health. There was a snap to his words, a vigor in his step, a light in his eye and a glow in his cheeks that bespoke the man who was destined for a long life.

"What's happened to you, Bill?" I asked. "You look like a two-year-old!"

"I feel that way, too," answered Bill. Then I asked him if he had been on a vacation. No, he had been in town right along, but had become a subscriber of the National Bureau of Analysis.

"What's that?" I asked. And Bill Jamison told me the following story:

"About a year ago," said Bill, "a friend of mine urged me to subscribe to this service, to see where I stood physically. I was all run down and was willing to 'try anything.' First, however, I wrote to the Bureau for their literature. In a few days it arrived.

"The very first thing I read startled me into a realization of how easy it is to drop off without knowing how sick you are. Then they explained that just as my mirror reflects my external self, so my urine reflects my internal self. I read that once about every seven minutes the blood passed through the kidneys to be purified—and that the waste and poisonous matter extracted by the kidneys is eliminated in the urine. That sounded reasonable, so I read further. When the urine is subjected to the proper analysis, they stated, the result is the greatest single index of the state of bodily health. And they further said that more applicants are turned down by life insurance companies because of what the urine shows than for all other reasons combined!"

"The literature went on to say that when the specimen is received in the laboratory it is put through a most thorough and rigid analysis, both chemical and microscopic. It is tested step by step through each of twenty-five divisions of urinalysis, for each division has something particular to tell you about your true physical condition. When the full examination is completed a report is made out and mailed to you in an envelope marked PERSONAL.

"Well, that sounded awfully good to me, and I subscribed. The cost was so small that I decided to take a chance. Shortly afterwards my first report came."

You want to read the rest of this story. Drop a line to the address below and ask for it.

National Bureau of Analysis
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Rotarian F. G. SOULE, Pres.

Glasgow club and at 9 p. m. we address the entire club at a smoker given in our honor.

Of all the men we met in the British Isles, none to us was more charming than little Murray Dewar, the president of the Glasgow club. He is a Scotchman from bottom to top. You talk about Harry Lauder—why, say, his brogue doesn't compare to Dewar's. Dewar was giving me an automobile ride the next day. I couldn't understand him at all, when finally he leaned over and said, "Klumph, you have such a funny brogue."

From here we went to Manchester, arriving the next afternoon. Here is the club over which Peter Thomason now presides. There was another very splendid affair held that night with the ladies present—perhaps two hundred altogether.

We were at Leeds the next day. At Leeds we attended a luncheon at noon and a dinner at night presided over by President Innes. We were entertained at the home of Rotarian and Mrs. Frank Horsey. They were charming hosts.

The next day we were at Derby attending evening meeting of the Rotary club, presided over by Sir Gordon Ley, the president of the club. We spent the week-end at the home of Sir Gordon and Lady Ley, where we were entertained most delightfully and cordially.

Arch and Pete Separate

The next morning the members of the Nottingham Rotary Club came for me in an auto. There Pete and I separated. He went to Wales and I continued the trip thru England. We motored sixty miles, arriving just in time for the meeting at 1:10 p. m. The Rotary Club of Leicester was also there one hundred per cent. There must have been two hundred men present, and I must say that, in all my experience, it was the most enthusiastic noonday luncheon of Rotary that I believe I have ever attended.

I left at three o'clock and arrived in Birmingham at six, just in time for the evening banquet of Rotary there—another good meeting. The next morning we went to Stratford to see the wonderful Shakespeare town and the Shakespeare home, which was decorated for the occasion with American flags.

That afternoon I left for Liverpool and arrived at six o'clock, just in time for the final banquet of the trip in Liverpool. It was a fitting close.

In the twenty-four days that we were there we spoke twenty-two times and visited, I think, nineteen clubs.

The next day was the weekly luncheon of the club. Commander Hughes of the British Navy spoke on the Zeebrugge affair. He was thru it and told each detail. He was raising money for a monument to the memory of the heroes at Zeebrugge. After he was thru, they called on me, and I paid a high tribute to the heroes of the British Navy and the wonderful thing which they did, and I askt him if they would accept a few American dollars to go into the little box that was placed at the door. I spent \$25 of the International Association of Rotary Clubs' money which went into that box.

The next day was Decoration Day. If I ever was homesick in my life, I was homesick this day. I wanted to visit my father's grave at home, but I was a long way off. With several members of the Liverpool Rotary Club we went out to Everton Cemetery, fifteen miles out, to memorial services at the graves of 704 boys of the American Army. Nothing made me think

more of the British people than to witness this affair.

They met outside of the cemetery. The little parade that went into the grounds was preceded by the Lord Bishop of Liverpool, the Lord Mayor of Liverpool, our U. S. consul, a Catholic priest, and a Jewish rabbi. Then followed the British Army band, a regiment of British soldiers, a battalion of American jackies, Red Cross, Y. M. C. A., and (let me tell you that as the man who got up the parade was calling off the names of the organizations, I felt mighty proud when I heard him call), "Next, Rotary Club, fall in line!"

The Rotary Club of Liverpool went out there, a goodly number of them, to help take part in this ceremony. We marcht into the cemetery and stood by the graves of the 704 American boys. On every grave was a little American flag, a little white cross, and the name of each boy on it, a bouquet of flowers, and a wreath.

Impressions of the People

Now, I am just going to tell you one or two impressions of the British people. Their hospitality is unsurpast. I never saw such appreciative audiences. They have funny railroads; they call an elevator a lift; drink tea nine times a day. There are many other very strange things that you see in England. As to Rotary, the character of their men is fully up to the best. The attendance at their luncheons is good and enthusiastic. They are serving in war work splendidly. I commend nothing higher than the way the Rotarians and the people of the British Isles are opening their homes to the American soldier. It is a beautiful thing to behold, and their sense of duty in community service is quite good.

When we realize that since 1913 just two members of Rotary from the British Isles have attended an International Convention and when we further consider that the B. A. R. C. has never held an inspirational convention of their own, it is but natural that we should find them lacking somewhat in the broad vision of the future which has come to us thru our big annual gatherings both in District Conference and International Convention.

British Rotary would be much enriched by a large attendance at these International Conventions and we should do everything in our power to encourage such attendance; there is no better way than to hasten the day when we can take a convention to them.

Now, I know that just one question is in all of your hearts: What is the feeling of the people of the British Isles toward the people of America? I am going to answer that question because I think I was able to keenly sense their feeling and my answer is this: They are absolutely overwhelmed and filled to overflowing with an appreciation of America and the part that America played in the late war.

You have got to study this situation with a broad vision. They don't like to have a fellow come over and say, "Well, you know, we finished the war." We don't like to have some other fellows say, "We didn't need you."

But the great mass of the people there are more than friendly to the American people, and for an American who goes over there is nothing too good. We saw American flags everywhere. We could see American flags from windows of little cottages as we rode along on the railroad trains.

In closing, let me just say that we found that the British Rotarians are in favor of the League

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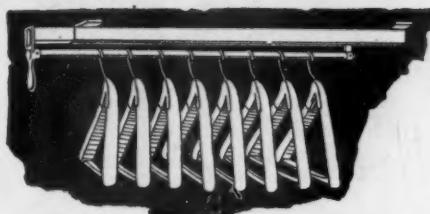
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Sold by all best dealers.
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of Nations. They realize, just as we do, that there is one great element that is necessary to make that League compact a success, and that is the friendship of the peoples themselves, friendship between the nations. They realize that it is up to these two great English-speaking nations to lead the way in this international friendship. They realize that the people of the world anticipate that these two English-speaking nations are going to be friendly and that they will stand for all time in the future for the protection of those ideals of justice and right. They realize that we are one people in language; they realize that we are one people very largely in blood. And, thank God, we are absolutely one people in ideals, and "What God hath in this way joined together, let no propaganda set asunder."

Fellows, when Pete and I got home, we both felt that for every dollar of your money that we spent (and believe me, we spent plenty) you are going to get back \$1,000, not in money (that means nothing), but \$1,000 for every one that we spent, in friendship and in cooperation with the British Rotary clubs.

As a tribute to our visit there at their conference they past a resolution inviting the International Association of Rotary Clubs to hold the convention in 1921 in the British Isles. They had the same kind of a scrap for the convention city that we did here. The English and the Scotch went to it good and hard for about an hour, but they finally decided on Edinburgh, which, of course, is a more practical city in which to hold the convention. I think it will be a great thing if we can some time go to that nation and have one of our International Conventions. It will be a great opportunity for all the Rotarians here.

I cannot close without paying a compliment to the officers of the British clubs and of the British Association. J. Lloyd Barnes, successor to Andrew Hone-Morton, is genial, likeable, and a most capable Rotarian, a finish speaker and a credit to Rotary. Tom Stephenson, Secretary of the B. A. R. C., has rendered a great service to Rotary and is most popular on both sides of the Atlantic. The local club presidents and secretaries are capable leaders and men of splendid character. I regret that time does not permit me to mention the individual names of many of these officers and give you my observation of each one.

Tribute to the Flag

I have been askt to close with this little tribute to their flag and to our flag, with which I closed every one of my talks over there. The setting was always a little better because directly behind me were the Union Jack and Old Glory. This was my tribute:

Your flag and my flag—
These emblems to us so dear;
Your flag and my flag
Which we so lustily cheer!
Today, in purpose, they embrace;
In Freedom's cause they've won the race;
On Justice's throne they take their place;
The Union Jack and Old Glory!

Your flag and my flag—
These emblems for which we die;
Your flag and my flag
For humanity proudly fly;
At tyrants they shall spring
That peace and good will they may bring,

And to them praises the angels sing;
 The Union Jack and Old Glory!
 Your flag and my flag—
 How nobly do they stand;
 Your flag and my flag,
 Triumphant on sea and land.
 Allies may they always be,
 With hands clasped across the sea.
 God grant eternal liberty
 To the Union Jack and Old Glory.

The following letter has been received from the president of the Rotary Club of Glasgow—M. Murray Dewar, dated 27 May, 1919, and addressed to Secretary Perry:

Rotarian Greetings

JUST a word from the "Land of Cakes" to convey to you the deep gratitude we all feel towards the I. A. of R. C. for so graciously sending two such men as delegates to the old country. They are both big men, *mighty* big men, and have won both our esteem and love.

We had the great pleasure of receiving Arch Klumph and Estes Snedecor on Wednesday morning in the Central Station Hotel. They had visited Aberdeen and Perth on the previous day, so felt wearied with their exertions. We sympathized but dared not allow them to rest, the time being all too short for our program, so we roused them out of bed to get them ready for a civic reception from our Lord Provost, the head of our City Corporation.

While Klumph was finishing his morning ablutions, we motored "Pete" to the offices of Messrs. David Heilbron & Sons, and were received by Past President Bertie Heilbron and Director Heilbron, who did the honors which, I may say here, were not dry like so many of your states. We then picked up Arch and motored to the Municipal Buildings to meet our civic head.

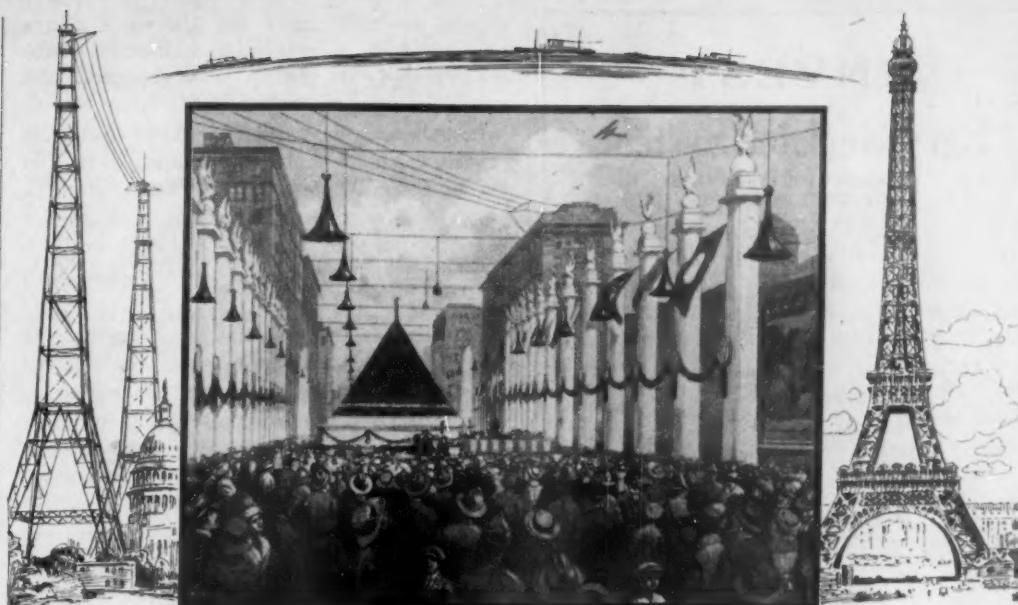
They were first introduced to Sir John Samuel, the Lord Provost's Secretary, and then Rotary's first President, Mr. Proctor, presented the small company to my Lord Provost, who expressed himself as being proud to give them a welcome to the second city of the British Empire, to which our two American friends replied in the usual felicitous manner, Arch Klumph adding: "I am mighty glad to meet you."

I can tell you we felt proud, proud men to see your delegates giving the hand of friendship in our civic chambers to our civic chief, and we hope and pray that it may be an earnest of the closer ties that shall bind the two great nations in an indissoluble friendship when your flag and my flag shall be interwoven together in the cause of Liberty and Peace.

We were taken over the building and allowed to walk down the Grand Staircase, which is closed to all except distinguished visitors.

We were then motored to our Rotary restaurant, where we partook of lunch, under the superintendence of Rotarian Campbell, the managing director of Ferguson & Forrester's Restaurant. After partaking heartily of a good repast, we journeyed to Loch Lomond by motor, passing on the way the shipyard where the *Lusitania* and the *Aquitania* were built, and both Klumph and Snedecor marveled at the narrowness of the River Clyde, where the biggest ships of the world are built. We journeyed up to the "Bonnie Banks of Loch Lomond" and could just distinguish Ben Lomond through the mist.

In the evening the delegates were introduced to the past presidents and directors of our club.



Pioneering Wireless Speech

On the morning of October 22, 1915, an engineer speaking at Arlington, Virginia, was heard at Eiffel Tower, Paris, and at Pearl Harbor, Hawaiian Islands. This was the first trans-Atlantic and trans-continental message ever sent by wireless telephone. It was an achievement of the Bell System.

During the Fifth Liberty Loan nearly a million people, in throngs of ten thousand, heard speeches and music by wire and wireless. The loud-speaking equipment was a main feature of "Victory Way", New York. Wireless messages came from aviators

flying overhead and long distance speeches from Government officials in Washington. Messages were often magnified several billion times. This demonstration was the first of its kind in the history of the world. It also was an achievement of the Bell System.

Historic also were the war time uses of wireless telephony, giving communication between airplanes and from mother ships to submarine chasers.

All these accomplishments and uses were made possible by the work of the research laboratories of the Bell System.

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CHICAGO

We sat down to dinner and afterwards had a most enjoyable talk from Arch Klumph which was immensely interesting. Past presidents who had been antagonistic to the I. A. of R. C. express themselves as delighted at the manner in which the Rotary movement was explained. If nothing more had been done or said, that little speech was worth all the expense and trouble in connection with the delegates. Its worth is seen already in a broader and sweeter spirit pervading our gatherings.

The smoker we held later in the evening to entertain the students from the U. S. A. Army, studying at the Glasgow University, was a big success, Arch Klumph again setting forth the ethics of Rotary from the same high standard set at the dinner. Afterwards we had "Pete" Snedecor to address the audience. He gave us a touch of American humor which was enjoyed by all, especially by the students, who were charmed by his Americanism. The talent we were favored with was of the highest class and the concert was voted a success.

We parted from your representatives on Thursday morning, at the Central Station, with mingled feelings, sorrowing to part with men such as Arch Klumph and Estes Snedecor, yet glad that we had been privileged to meet them. We do not wonder now at your country being big, when you rear such men. I hope I may assimilate some of the same spirit while visiting you next year at our annual congress.

With all good wishes for the closer binding of the English-speaking race in ties of respect and friendship, I am

Yours Rotarily,
(Signed) M. MURRAY DEWAR,
President of the Glasgow Rotary Club.

Note: A number of similar letters have been received from officers of other British Rotary clubs.

Nottingham View of Klumph

Arch C. Klumph of Cleveland, Ohio, is a Rotarian of the first water. It was such a man, with the objects of the movement at his finger tips, that we needed to speak to us, for many of our members, the good Rotarians, had not got inside Rotary. None of us understood it so well before we listened to his fluent, forceful, and convincing remarks as we did when he sat down. Most probably a number realized for the first time its power and all it stands for. Never before have we had its objects so lucidly placed before us, and his very earnestness, plus the unquestionable truth of what he said, fired everyone present with an enthusiasm which surely can never die, but must, on the contrary, increase. We do not attempt to do him justice in the space at our disposal, but must mention the survey of Rotary's history, its development with such wonderful rapidity, and his faith in it. Rotary's place in the community is not to usurp the functions of existing organizations, but to stand behind to support them. For the support of the world the two great English-speaking nations, with hands clasped across the sea, must stand guard over all that is good and holy, so that "What God has joined together, no propaganda work may put asunder."

From the weekly publication of the Nottingham (England) Rotary Club.

For Your Consideration!

THE ROTARIAN is the best propaganda in the world for the education of non-Rotarians as to Rotary.

It is not a magazine **only** for Rotarians. It is already being read by men who are not members of Rotary Clubs. It should be read by **every** business and professional man. What is good for Rotarians is good for all business and professional men everywhere.

Therefore:

1. Every club should make sure that the public library in its city receives THE ROTARIAN for its public reading rooms.
2. Every club should make sure that the Chamber of Commerce, Boys' Clubs, Business Men's Clubs and other local public and semi-public organizations are receiving THE ROTARIAN regularly.
3. Every Rotarian who reads this should seriously ask himself: Isn't there a business associate of mine or a particular friend who should be receiving THE ROTARIAN each month?

Drop us a line on a postcard and we will be glad to serve you.

General subscription prices: United States and Cuba, \$1.50; Canada, \$1.75; all other countries, \$2.00.

NOTE.—Rotary Clubs sending in clubbing subscriptions for libraries, clubs, etc., are entitled to the regular rate for club members.

THE ROTARIAN

Offices: 910 S. Michigan Avenue
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When you use an ordinary shaving soap it is the water that softens the beard, and it never softens the beard sufficiently. Fred has made it possible to shave and smile, because he has produced a whole of a success—



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It softens the beard so quickly and so thoroughly that shaving has become "easy shaving"—no more yanking off hair or face-cutting. Your razor will slide and leave your face closely shaven and delightfully smooth. You're liable to say your razor is extra sharp "this morning," but it's Fred Scarff's Shaving Cream doing the work just the same.

If your druggist does not happen to have it, send remittance to us direct and it will be mailed to you postpaid. Sold at good drug stores at 35 cents a large size tube.

The Fred W. Scarff Co.
350 N. Clark St.
Chicago, Ill.
Meet me in Salt Lake City in June.

Report of Committee on Publicity

(Continued from page 102)

tee on the Education of Rotarians as to Rotary. For have we not already pointed out that the work of one is predicated upon the successful accomplishment of the work cut out for the other?

In the estimation of your committee, no better piece of work has been done by your Board than this authorization of a publicity expert to assist that super-expert in this line, Chesley R. Perry.

Before passing on to certain recommendations to local clubs, your committee would feel that it had been derelict in its duty if it did not strongly urge all Rotarians to publish far and wide the information that **THE ROTARIAN** is a magazine which welcomes readers who do not happen to be a member of some Rotary club.

We are cognizant of the fact that there are many men not affiliated with Rotary clubs who are possess of the Rotary Spirit in a degree equal to that of the best Rotarian who wears the "wheel" upon the lapel of his coat. There are thousands of these scattered all over the lands in which Rotary is planted. They are looking for just such inspirational reading as is found in every issue of **THE ROTARIAN**.

Could Rotarians do a better turn towards spreading the gospel of Rotary than to advertise the fact that our magazine is a "Magazine of Service" which will do good to all men who take it and read it?

Local Publicity Committees

As to the handling of publicity of the activities of the local clubs, your committee has no hard-and-fast rule to recommend, but we do urge that the local presidents give to the appointment of a publicity committee that same careful consideration as is given to the appointment of other committees. Only men who understand newspaper men, men who have what is called a "nose for news," but at the same time men who have caught the true vision of Rotary, the reason for its existence and its purpose in the world, should be on the Publicity Committee. There are men who measure up to this standard in almost every club, and if the president knows his club as he should, he can find the man or men who can and will do the work and thus be serving Rotary and the town in which he lives.

When the people of a city find out that the Rotary club is a body of men of action, men who are doing things for the good of the town, and doing them without a selfish motive but because they appreciate the fact that there should be some cohesive body of men who will work unselfishly for the public good and who so work for the sheer love of doing things, they are eager for the news of that club's doings.

When the newspapers find out the people want news of a certain kind, they are eager to print it.

So, when a Rotary club is functioning as it should, all that is needed to get good and beneficial publicity is intelligent directing on the part of the man or committee appointed for that purpose.

In urging the importance of intelligently directed publicity, your committee, as has been intimated in this report, is well aware of the fact that many clubs do things for the good of their "home town" just for the gratification of doing them and not because they are seeking the spotlight or personal glory. But let it be remem-

bered that the greatest of all Books said something against "hiding your light under a bushel."

As one member of your committee express it in writing to the chairman: "The question of publicity is a serious one and requires constructive thinking and acting by the powers that be in a more complete manner than it seems to me it will receive before it is too late. I mean by that, the publicity program means the life or death of Rotary as a living force. It is hooked on to the issues that face the International Association at a critical time and becomes a part of the final answer Rotary will make to the opportunity it has to prove that the genius of Rotary is equal to the call of the hour."

All of us have read about that wonderful gem of purest ray serene in some dark, unfathomed cave of the seven seas. It must be a perfectly beautiful gem, and Gray tells us there are full many of them. Ches Perry tells us there are full many of us—in fact, more than 45,000. But those gems of Gray's are only for the glassy eye of the cold-blooded fish, and so far as we have been able to learn, those gems of the ocean have never improved and brought to a higher standard the civilization of said fish; for are there not still species of the finny tribe which devour others of their kind with no thought other than to fill a selfish stomach?

Now, as to these other gems, these jewels of

MURAD
THE TURKISH CIGARETTE

100% pure Turkish tobacco makes Murads worth more than they cost—for Turkish is the world's most famous tobacco for cigarettes.

Murads please you when your best friend does not.

You are proud to have the Governor of your state see you draw the Murad box from your coat pocket.

It is true that "ordinary" cigarettes cost a trifle less.

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Note this new principle of weight distribution which spreads the load over the entire sole of the club.

This is the NEW VICTORY, one of the famous clubs in the line stamped

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See this Victory Club at your dealer's—or ask your pro. to show one.

Then swing it. Let it hang in your hands. This underslung weighting gives an automatic "follow through." It practically eliminates slicing and hooking and adds yards more to your drive.

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Write for our new illustrated catalog, showing complete line of clubs and accessories.

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Regular, Safety and Self-Filling Types

A never-failing writing service at your command.

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Ches Perry, lustre full, and whom the International Secretary is so fond of counting to see whether they all attended the last luncheon, these men who reside upon the seven shores of the seven seas, these men who call themselves Rotarians and sing of themselves as the liveliest in the land—no matter what land. Are their rich rays never to penetrate beyond the unfathomed caves of the dining rooms where they hold their weekly luncheons?

In all modesty, Mr. President, and in what we hold to be the true Rotary Spirit, we urge that this gem called Rotary be held up in full view; not for the world to praise, but in order that the world may enjoy the richness of the beauty which radiates in waves which we call "service," believing that our civilization will be enriched thereby.

Note: Report presented to the Salt Lake City Convention and duly received and filed. The Convention adopted a resolution recommending that the International Secretary be encouraged and sustained in the development of a department of publicity in his office.

®

Report of American Committee on Employment for Discharged Soldiers and Sailors.

William H. Brady, Chairman

OUR committee's work and efforts have been very active in the past year. The signing of the Armistice has caused the discharge and release of thousands of men in the service, and in order to fulfil the purposes of the committee, the International executive officers and the committee have conferred frequently with the executive heads of our Government in connection herewith.

It is gratifying to report that the Government executives cordially welcomed and considered our suggestions and recommendations, and the outcome has been, we believe, a great assistance to the Government and of incalculable benefit and good to the discharged men.

The Government established "The Federal Board of Vocational Education" and after conferring with the officials thereof, International Rotary was honored and requested to perform a service in connection with the discharged men, namely:

1. By directing discharged soldiers and sailors to the offices the Government has open.
2. By encouraging the men to avail themselves of the opportunities the Government is offering them.
3. By helping the Government to locate employment for the men, after they have been re-educated.
4. By helping the men themselves to have courage, cheerfulness, and optimism during their period of re-education and during the trying days when they are endeavoring to "make good" in their new employment.
5. To counsel, assist, and help all discharged men towards the betterment of their positions, selection of employment—to be the "elder brother."

The service indicated in "4" and "5" was not asked of any organization other than Rotary.

"Liaison Members" Appointed

In view of the foregoing, the committee address a communication under date of January 11th, 1919, to the presidents of all Rotary clubs in the United States. This letter set forth the

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By placing your advertisement in "The Rotary Wheel," you will appeal directly to 2500 of the leading British and Irish manufacturers, jobbers, retailers. You could not choose a better medium. Rates moderate. Obtainable from Frank R. Jennings (address as above) or direct from Thos. Stephenson, Sec'y British Association of Rotary Clubs, 6 So. Charlotte St., Edinburgh, Scotland.

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1919 Convention**

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above five requests in detailed form, and ask that each president appoint a *liaison* member from his club to the Federal Board of Vocational Education, who must be a Rotarian of sympathetic nature, and willing and able to give time and thought to this great patriotic service. General response was made, and the names of the *liaison* members so appointed have been forwarded to the Vocational Bureau at Washington. As occasion shall arise, the executive officers of the Vocational Bureau will communicate direct with the *liaison* member and inform him of any discharged men requiring advice, help or counsel. In many instances *liaison* members have already been active.

Under date of January 27th, 1919, your committee address to the *liaison* member of each Rotary club a communication setting forth what would be expected of them in connection with the requests made by the Vocational Board, which is quite comprehensive, and calls for a worthy and patriotic service for this "civil life brother" to perform.

The cordial and hearty response from a large number of the *liaison* members is most gratifying, and I must specially refer to the members from the respective Rotary clubs of Allentown, Pennsylvania; Camden, New Jersey; Alliance, Ohio; St. Joseph, Michigan; Milwaukee, Wisconsin, etc., etc.; as offering every facility and opportunity to further the interests of the discharged men; their replies were almost a demand to immediately get into this patriotic Rotary service, most actively, and I must not pass on without calling special attention to the splendid spirit expressed in resolutions adopted by the Eleventh District Conference held in Indianapolis, Indiana, in February last, offering their services, facilities, and their moneys to further this object.

It is gratifying to report that up to this time nearly two hundred clubs have appointed *liaison* members, and we are mindful of the fact that many clubs are so situated that they will not be called upon to render service of this nature, and, therefore, consider the response most successful.

Another Rotary Accomplishment

The committee feels that the suggestion originally made by Rotarian J. J. Goldman of the Rotary Club of New York and adopted and furthered by International Rotary, to have Rotary take part in the re-establishment and employment of discharged men from the service, has been of great benefit to the Government, the soldiers, sailors, marines and the nation at large; thereby adding to the long list of successful accomplishments by International Rotary, another success with good results and benefit and with a patriotic appreciation for her defenders.

In the many conferences our executive officers and the committee have had with Secretary of War Baker, Secretary of the Navy Daniels, Secretary of Labor Wilson and many others, these men have received and considered thoroughly and advisedly our recommendations and suggestions, and have approved of our efforts and express their gratefulness on behalf of the Nation.

In view of the many idle discharged soldiers and sailors in the large cities, your committee, with the approval of the International Board, has presented a memorial to the executive officers of the Government at Washington, recommending that the men of the Army, Navy, and Marines be released or discharged in cantonments near their homes or at their homes, rather than to discharge them at seaports and large cities, where they remain for a time and then become

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Illustrated booklet, "Who's Who," giving the names and vocations of 227 New York women, sent Free.

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Visiting Rotarians Always Welcome.

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Hotel Phoenix

JOHN G. CRAMER, Sec., Rotarian
Rotary Club Headquarters. Luncheon Thursdays, 12:15
Visiting Rotarians Welcome

stranded and discouraged. We believe that if this was done it would be a great benefit and relief both to the men and to the respective seaports and cities.

Your committee is devoted to this patriotic and worthy service, and feels justified in the success of its efforts during the past year.

We earnestly, and in the spirit of true Rotary Service, ask that all Rotarians and clubs take advantage of this splendid opportunity to show our appreciation and gratefulness to the boys who sustained our noble traditions and defended "Our Flag" to victory.

Note: The foregoing report was presented to the Salt Lake City Convention by Chairman Brady with additional remarks detailing the work of the Committee. It was duly received and filed.

— (R) —

Report of Committee on Relations Between Employer and Employee

E. E. Baker, Chairman

IN compliance with the provisions of Resolution No. 26, adopted by the Kansas City Convention, which was as follows:

Resolved, that the president appoint a committee of not less than six to collect data as to how Rotary can be a force in settling the question between employee and employer, the data to be furnished by the different Rotary clubs by discussion of the question at regular weekly meetings at some time during the next three months, and that this data be compiled in a concrete resolution to be presented at the next annual convention.

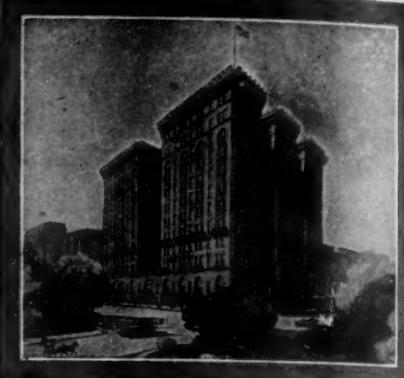
the president appointed a committee consisting of E. E. Baker, chairman, Kewanee, Ill.; Judge W. E. Staples, Roanoke, Va.; M. W. Bush, Birmingham, Ala.; Wm. M. Birks, Montreal, Canada; John H. Wiles, Kansas City, Mo., and George A. Wall, Quincy, Ill.

In compliance with this resolution the committee address a communication to every Rotary club, asking them to devote a special meeting to the subject of the resolution and report back to our committee their recommendation as to how Rotary can serve to improve the relationship between the employer and employee.

The committee regrets to report to the convention that only fifteen clubs past resolutions and made a report on the subject. The suggestions contained in ninety per cent of these reports do not suggest any definite plan other than the fact that an educational campaign directed to the individual might be devised whereby the spirit of fairness could be accentuated to a degree on the minds of both the employee and employer that the relationship would have a tendency to improve above the existing standard.

There were several clubs that made quite an exhaustive recommendation. We have admitted the study and the time which these clubs have given to the subject, but we feel that the recommendations which were made go beyond the intent of the resolution, and we hesitate to accept them in their entirety. Furthermore, the fifteen recommendations which have been made to our committee vary in scope to such a great extent that we are unable to make a recommendation to the convention which would embody the thought of the majority of the clubs making these reports.

In view of the fact that only fifteen clubs out of a total of over 400 clubs reported on the resolution, we do not feel it would be wise or op-



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Rotarian Copeland Townsend
Lessee-Director



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portunity on our part to suggest a program or a definite plan at this time, and we would prefer to have the convention itself take up the discussion of the subject in an unbiased, democratic, and Rotarian manner and make whatever recommendation they see fit to make.

The committee feels that a lack of reports from so many clubs indicate two things: Either a lack of interest in the subject, or an uncertainty as to just what plan would bring about the desired condition in a practical way, and which would redound to the permanent good of society and Rotary. In view of these facts, the committee has only one recommendation to make and this is along general lines.

We recommend that an educational campaign of such a nature as the International Board of Directors may decide to be plausible and practical, be put in effect by the individual clubs, with the sole idea of impressing all Rotarians with the necessity and efficacy of keeping in mind and practicing at all times the spirit of the Golden Rule, and that the employer should bear in mind the Rotary thought that the employer should profit most who serves best. Furthermore, the same thought should be imparted to the minds of the employes, and the same Rotary idea, *HE PROFITS MOST WHO SERVES BEST*, should be emphasized as much as Rotary can do so, upon the minds of this class of our society.

The members of the committee, individually and collectively, have given the subject considerable thought and the more we studied it the more complex it seemed to become, and as a consequence, we ourselves are not united in thought upon a definite plan which could be put into use in order to bring about the result as hoped for by the resolution.

Note: The above report was read to the Salt Lake City Convention by Secretary Perry in the absence of Chairman Baker. It was duly received and filed and its recommendations approved.

Report on Business Methods

John R. Bentley, Chairman

THE Committee on Business Methods of International Rotary begs to make the following report:

On account of the membership of the committee being so widely scattered, no meetings were held but exchange of ideas was had by correspondence.

We felt, when appointed, that the subject had been so ably covered by previous committees that about all left for us to do was to heartily endorse the work of past committees, and especially the immediate past committee.

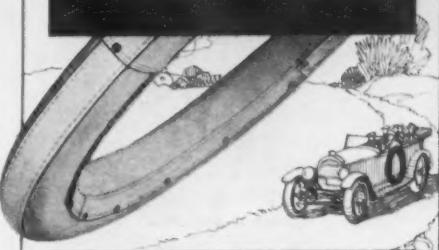
We feel that it would be difficult to strengthen the "Code of Ethics" as adopted in 1915 or to add to Rotarian Geuting's paper on "The Era of Craft Association."

The business methods of Rotary should be the business methods of all business men. As the slogan of the National Chamber of Commerce reads, "What is not for the good of all is not for the good of business," so we might add to this, what is not for the good of all is not for the good of Rotary.

Business methods have undergone many changes in the last two decades and must, of necessity, submit to further changes in order to meet the requirements of our new-found world.

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tionable and many objectionable to such a degree that legislative bodies found it necessary, or at least popular, to pass measures of restriction.

Readjustment of Big Business

We then passed thru a period of uncertainty as to just what business was being conducted within the law and how far we might proceed legally. Then followed the readjustment of big business along lines of the new laws, and an honest endeavor by most men to build up their business by just and fair means, each year demonstrating the fact that many were learning that business success meant more than cash dividends, that real success meant fair cash returns, but, in addition, the respect of all men.

The next era was the war era, which caused a revolution in all lines of business. The results were beyond the comprehension of many; as example, the lifting of the ban on combinations, the conscription of materials, the regulation of prices on commodities, the regulation on uses and quantities thereof, the conscription of labor, the conscription of our young men for military duty, the taking over of our railroads and wires, and many other unheard-of acts.

The result of this upheaval in our business world has been that a new standard of living has been established, a new standard of prices has been created, and a new standard of business practice must, of necessity, be inaugurated.

During the war period, many business houses were unable to obtain materials of quality, with the result that inferior materials were used or substitutes introduced, in consequence of which many business houses will be tempted to continue this practice unless a campaign of education is carried on to make it desirable that all lines of business get back to normal condition as speedily as possible.

A Campaign of Education

We, therefore, recommend that business men of Rotary take the initiative in placing business and all products back on the proper basis by means of a campaign of education.

A new standard of living has been established which means that the old order of things has past and that new conditions must be met.

We recommend that any readjustment of working conditions and recompense must be met with open minds and a knowledge of the new standards, with the result that fairness to employee as well as employer be established.

Business men must also interest themselves in the enlightenment of their employees as to business conditions relating to their particular product in order that they may feel a sense of pride in producing an article as good and as cheap as possible by means of efficiency to be worked out jointly.

We, therefore, recommend that whenever possible, employers meet with committees of employees for the purpose of exchanging ideas, to the end that greater efficiency may result.

We have had world-wide demonstrations of unrest and dissatisfaction which must be met and dispelled in order that we may resume our previous happy existence.

We recommend, therefore, that Rotarian employers get back of the movement that is already inaugurated for the nationalization of all alien employees, and that the work be extended to include educational talks on all subjects of interest.



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These meetings could be held in school houses and should be conducted as public forums for the open discussion of subjects of importance.

Better International Relations

The world war has resulted in so minimizing the size of the earth that distance means less to us than it formerly did. All countries of the world, with few exceptions, are drawn closer together with the result that we are mutually interested in the development and happiness of each other. The development of each depends upon the other and during the reconstruction period business relations must be established between all progressive countries.

Rotary stands for service, and what greater service could Rotary render to the countries where she is established than by furnishing the business leaders with the vision and aggressiveness to lead in the extension of trade to foreign lands.

We, therefore, recommend that Rotary establish foreign relations committees for the extension of trade, and that the committees of the several countries work together to the end that mutual advantage may be gained.

Your committee on Business Methods also had the Vocational Section Meetings to arrange for, and as Rotarian Richmond of Salt Lake City, a member of our committee, accepted the chairmanship of that branch of our work, I desire to commend the splendid work accomplished by him with the able assistance of Cecil Harris, assistant secretary in charge of the work.

There has been some discussion as to the value of these meetings, with the result that a questionnaire letter was mailed to many Rotarians, asking their opinion as to the ultimate value of holding same. The result of this questionnaire was overwhelmingly in favor of continuing, with many suggestions as to minor changes relating to their conduct.

Your Business Methods Committee, after reading the answers with suggestions, were convinced that over one hundred Vocational Section meetings could be held with justifiable results. We, therefore, arranged meetings for all those sections that had held *successful* gatherings and for a few that we hoped might this year have *better success* than in the past. We feel that the future will prove the value of the Vocational Section meetings and in due time practically every classification will be able to convene to discuss the particular problems of interest to them in numbers that will justify the work of those in charge.

We recommend that Vocational Section meetings be arranged for at the district conferences in order that more may become acquainted with the value of such gatherings, with the result that more interest will be created and a larger attendance be assured for the Vocational Section meetings during the International Convention.

Your committee urged upon all chairmen that they prepare and present to their classification a code of ethics pertaining to their particular business or profession.

Your committee desires to thank Chesley R. Perry for his interest and assistance, also Cecil Harris for the efficient manner in which he carried out the details necessary to make the Vocational meetings a success.

Note: The foregoing report was presented to the Salt Lake City Convention and duly received and filed.

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Committee on Inter-City Relations

W. H. Richardson, Jr., Chairman

THE reports of the Committees on Inter-City Relations for 1914-15, 1915-16, 1916-17, and 1917-18 have been compiled in the International Secretary's office into a revision of Pamphlet No. 8. An examination of these four committee reports indicates that the field of work for this committee has been thoroly covered, that every conceivable recommendation has been recorded and presented to the clubs, and that there does not seem to be any real need for continuing the appointment each year of a Committee on Inter-City Relations.

Therefore the present committee recommends:

(a) That the International Secretary shall combine Pamphlet No. 8 (Reports of Inter-City Relations Committee) and Pamphlet No. 9 (Manual of Information for Presidents and Secretaries of Rotary Clubs) into one well-arranged and thoroly indexed pamphlet. Such action will give the club officers the requisite information in one pamphlet instead of in two pamphlets which must be supplementary to each other and which are now to some extent duplicative.

(b) That the By-Laws of the Association shall be amended so as to eliminate therefrom all reference to a committee on Inter-City Relations.

Note: The above report was presented to the Tenth Annual Convention of the I. A. of R. C. at Salt Lake City, received by it, and the recommendations approved.

STATEMENT OF THE OWNERSHIP, MANAGEMENT, CIRCULATION, ETC., REQUIRED BY THE ACT OF CONGRESS OF AUGUST 24, 1912,

Of THE ROTARIAN, published monthly at Chicago, Ill., for April 1, 1919.
State of Illinois } ss.
County of Cook }

Before me, a notary public in and for the State and county aforesaid, personally appeared Chesley R. Perry, who, having been duly sworn according to law, deposes and says that he is the editor and business manager of THE ROTARIAN and that the following is, to the best of his knowledge and belief, a true statement of the ownership, management (and if a daily paper, the circulation), etc., of the aforesaid publication for the date shown in the above caption, required by the Act of August 24, 1912, embodied in section 443, Postal Laws and Regulations, printed on the reverse of this form, to wit:

1. That the names and addresses of the publisher, editor, managing editor, and business managers are: Publisher, International Association of Rotary Clubs, Chicago, Ill.

Editor, Chesley R. Perry, Chicago, Ill.

Managing Editor, Philip R. Kellar, Chicago, Ill.

Business Manager, Chesley R. Perry, Chicago, Ill.

2. That the owners are: (Give names and addresses of individual owners, or, if a corporation, give its name and the names and addresses of stockholders owning or holding 1 per cent or more of the total amount of stock.) International Association of Rotary Clubs, an Illinois corporation, not for profit, no capital stock, Chicago, Ill. John Poole, President, Washington, D. C. Chesley R. Perry, Secretary, Chicago, Ill.

3. That the known bondholders, mortgagees, and other security holders owning or holding 1 per cent or more of total amount of bonds, mortgages, or other securities are: (If there are none, so state.) None.

4. That the two paragraphs next above, giving the names of the owners, stockholders, and security holders, if any, contain not only the list of stockholders and security holders as they appear upon the books of the company but also, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting; also that the said two paragraphs contain statements embracing affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner; and this affiant has no reason to believe that any other person, association, or corporation has any interest direct or indirect in the said stock, bonds, or other securities than as so stated by him.

5. That the average number of copies of each issue of this publication sold or distributed, through the mails or otherwise, to paid subscribers during the six months preceding the date shown above is 40,200. (This information is required from daily publications only.)

CHESLEY R. PERRY,

(Signature of editor, publisher, business manager or owner.)

Sworn to and subscribed before me this 21st day of March, 1919.

[Seal] CECIL B. HARRIS.

(My commission expires February, 1921.)

Wichita Insurance Song

(Tune: Love's Old Sweet Song.)

Just a song at twilight
When the lights are low,
And the flickering shadows
Softly come and go;
Tho the heart be weary,
Sad the day and long,
Still to us at twilight
Come love's old song,
Comes love's old sweet song.

(Tune: Silver Threads Among the Gold.)

Brother, you are growing old
Silver threads among the gold,
Apply for a policy today,
Life is fading fast away.
Yes, my dear friend, you will be, will be,
Soon a doubtful risk will be,
For some day you'll find, alas,
That you can no longer pass.

(Tune: Why Do You Wait?)

Why do you wait, dear brother,
Why do you linger and wait?
Your dear ones may suffer privation
If you still delay till too late.
Why not, why not, apply for insurance
today,
Why not, why not, think of your family
today?

(Tune: Home, Sweet Home.)

Home, Home, Sweet, Sweet Home,
Be it ever so humble, There's No Place
like Home.

(Tune: Blessed Assurance.)

Blessed insurance, say have you bought
All of this blessed insurance you ought?
It's comfort for wife, for lassie and lad,
You'd better buy than to wish that you
had.

This is my story, this is my song,
Praising insurance all the day long.
This is my story, this is my song,
Praising insurance all the day long.

(Tune: America.)

So say we all of us,
So say we all of us,
So say we all,
So say we all of us,
So say we all of us,
So say we all of us,
So say we all.

*Spoken words: But what sometimes
happens when you wait too long?*

(Tune: Old Kaiser Bill.)

Old Doc says you hain't what you used to
be,
Hain't what you used to be,
Hain't what you used to be,
Old Doc says you hain't what you used to
be,
Four years ago.

(Tune: Aloha-Oe.)

Farewell to Thee, Farewell to Thee—
The doctor says you haven't got a chance;
Farewell to Thee, Farewell to Thee—

(Tune: Massa's in the cold, cold ground.)
Massa's in the cold, cold ground.

(Tune: Pack Up Your Troubles.)

Pack up your troubles in your old kit bag,
and smile, smile, smile,
Blank Insurance Company's on the job,
Has been all the while.
What's the use of worrying, the flu mist
us a mile;
So, you'll get your customary dividends,
and smile, smile, smile.

The above medley parody was sung at the Salt Lake City Rotary Convention by the Wichita, Kansas, Rotary quartet and made a great hit. The singers were: Henry W. Stanley, bass, L. L. Kuhl, baritone, C. H. Knight 2d tenor, and Cliff V. Hunt, 1st tenor.

